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DEPARTMENT, ADJUTANT-GENERAL'S OFFICE

CIRCULAR RELATIVE TO

Pay of Officers and Enlisted Men of the Army

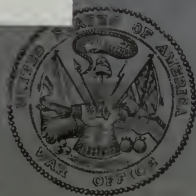
COMPILED BY DIRECTION OF
THE SECRETARY OF WAR

By Capt. Johnson Hagood, Coast Artillery Corps

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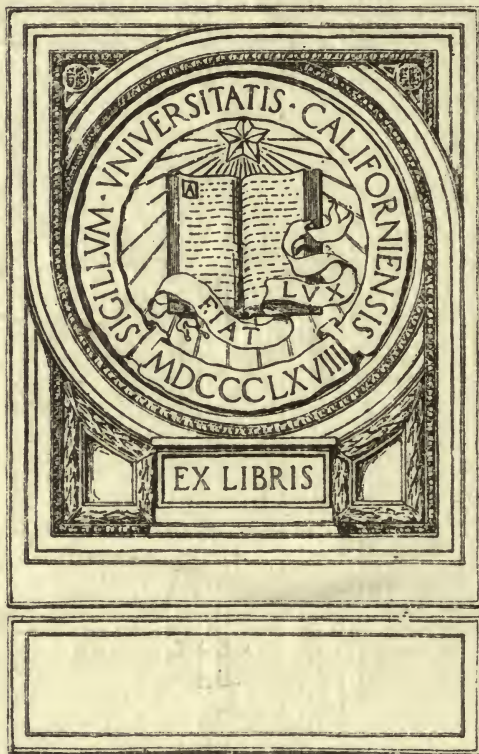


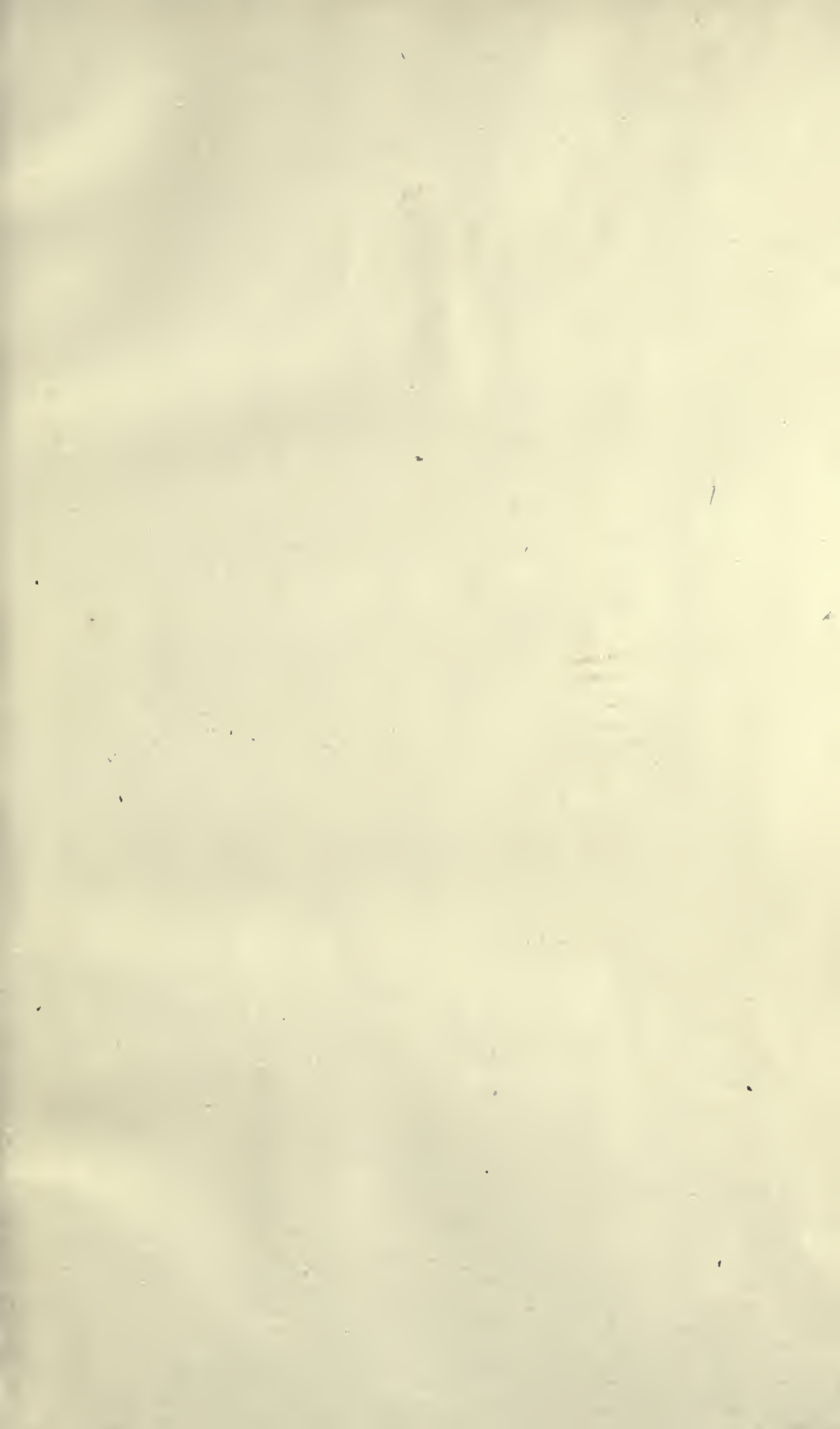
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THE
JOURNAL OF THE
ROYAL ANTHROPOLOGICAL INSTITUTE



COMPANY OF INFANTRY STARTING FROM FORT NIAGARA ON TWENTY-ONE DAYS' PRACTICE MARCH. NINE MEN IN RANKS. AUTHORIZED STRENGTH, 65. ACTUAL STRENGTH, 22, ACCOUNTED FOR AS FOLLOWS: ON GUARD AT FORT NIAGARA 5, DETACHED SERVICE 3, FURLOUGH 2, IN RANKS 9, WITH WAGONS, 1 QUARTERMASTER-SERGEANT AND 2 COOKS.

U.S.
WAR DEPARTMENT, ADJUTANT-GENERAL'S OFFICE

CIRCULAR RELATIVE TO

Pay of Officers and Enlisted Men of the Army

COMPILED BY DIRECTION OF
THE SECRETARY OF WAR

By Capt. Johnson Hagood, Coast Artillery Corps



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CIRCULAR.]

WAR DEPARTMENT,
Washington, November 19, 1907.

The following compilation relative to pay of officers and enlisted men of the Army is published for the information of officers and enlisted men of the Army and all others concerned.

ROBERT SHAW OLIVER,
Acting Secretary of War.

THE ADJUTANT-GENERAL, U. S. ARMY,
Washington, D. C.

SIR: I have the honor to submit the following report:

Acting under verbal instructions from the Acting Secretary of War, I have collected and submit herewith certain information bearing upon the question of increased pay for the Army.

It may be well to explain why this information has been collected. At the last session of Congress, Senator Charles Dick, of Ohio, and Hon. A. B. Capron, of Rhode Island, introduced a bill to increase the pay of the Army, Navy, Marine Corps, and Revenue-Cutter Service (H. R. 21400, Fifty-ninth Congress, second session). During the hearings before the House Committee on Military Affairs certain officials of the War and Navy Departments were called before the committee and questioned upon the subject of the bill under discussion. I was among those who appeared before the committee.

In the course of the examination one of the members of the committee (Mr. Prince) said:

In this army and navy and marine corps bill you desire to change the law and, of course, the salaries. * * * Do you not think that in common fairness to this committee, who represent the whole country, you should submit to us in detail the reasons why this change should be made?

Many questions were asked by members of the committee bearing upon conditions generally throughout the Army relative to desertions, discharges by purchase, reenlistments, etc., at different posts and in different sections of the country; cost of living at army posts as compared with that in civil life and as compared with that in foreign armies; the pay of officers and men of other armies compared with that of our own, and other allied topics, which could not be answered with any degree of satisfaction at that time, because no data upon these subjects had been collected. The Chief of Staff, in his testimony, stated that if such information was desired, he would have it collected and would present it when desired, and the chairman of the committee stated that he thought it would be well to get together all such information for the use of the committee. It was then late in the session, no agreement was reached by the committee upon the subject of the bill, and Congress adjourned without taking any action thereon.

In July last it was ascertained that Messrs. Dick and Capron intended to introduce another bill^a along the same lines at the opening of the next session of Congress, and that they desired the Departments to be prepared to make a presentation of this matter before the military committees of the House and Senate, and instructions were given by the President to the Acting Secretary of War to have

^a This bill has subsequently been introduced—H. R. 2, 60th Congress, first session.

prepared for Mr. Capron whatever data he might desire in connection with the bill.

As no definite lines have been laid down as to what was wanted, I have had to use my own judgment in the matter, which is based upon personal consultations with Senator Dick and Mr. Capron, and upon my own experience at the hearings upon the bill last year, during all of which I was present.

PAY OF ENLISTED MEN.

GENERAL CONSIDERATIONS.

In considering the question of pay of enlisted men, it is well to keep in mind certain fundamental conditions.

In the first place, the American soldier in time of peace is very much like every other type of American citizen, in that he becomes a soldier, and he remains a soldier, for what he can get out of it. Just so soon as he decides that he can get more out of civil life than he can out of the Army, then he is going to refuse to enlist or to reenlist as the case may be. Of course it is not intended to imply that what the soldier gets out of the Army is a money consideration or that it is something that can be measured by dollars and cents. The Army, on the one hand, offers certain inducements; civil life, on the other hand, offers certain other inducements, and every time a man enlists or reenlists he carefully weighs the one against the other. For many years the inducements offered by the Army so far overbalanced those offered by civil life that there was no difficulty in keeping the Army recruited. Within the last few years, however, the difficulty has increased more and more, until at the present time it looks as though the very maintenance of the Army under present conditions is threatened.

Inducements.—What are the inducements which the Army offers? That depends upon the individual. Every recruit is asked what his object is in enlisting. The great majority answer: "Love of the service," or "Like the life," when as a matter of fact, not having tried it they know nothing of it. The last thing a recruit thinks of before first enlistment is the pay. He enlists to get away from home, to see the world, through spirit of adventure, disappointment over his situation, inability to improve it, or just plain despair; the love of "military glory" and "brass buttons" also counts at the age of 21. A very short time, however, after he reaches his station he finds that the pay is one of the principal things a soldier thinks about. Pay day is the epoch from which a soldier dates his time.

Characteristics.—One characteristic of the soldier has always been that he talked a great deal about what he can "make on the outside." The young soldier generally gave some explanation or excuse for being in the service and bragged about what he was going to do when his enlistment was up. He usually got very little sympathy from his older comrades, who almost always made fun of his aspirations and drew verbal pictures of him performing some ignominious work and finally drifting back to "take on," as they call enlisting. The soldiers spent much of their time joking or joshing each other in a rather personal way, and a favorite manner of doing this was by jocular remarks about each other's previous or future occupation in civil life, real or imagined. The end of a soldier's enlistment was quite an event in his

life. Even if he intended to reenlist the next day, he often made considerable preparations for his discharge, thought up a scheme for going on furlough, or even going on a two-day's pass, which he could get at any other time. When discharged he put on civilian clothes, hung around the barracks in them, or went over to the near-by village and explained why he was going to "take on" again, how certain parties failed him at the last moment or he would have had a good job "on the outside," and how he had decided to "take on" just once more. Now, what was his real reason for reenlisting? Nothing more nor less than that he decided that he could not do better on the outside, and that he would do better by remaining a soldier. Therefore he reenlisted. To-day all of this is changed. The good job on the outside materializes and the discharged soldier loses no time in thinking it over, but hurries away from the post, often to advise others to keep away from the Army. I have diverged rather far from the beaten path of an official report in order to bring out the point that no greater mistake could be made than to assume that the mere question of pay, or the question of comparative pay in civil life is not given much thought by the soldier. On the contrary it is one of his principal topics of thought and of conversation.

Original enlistments.—What bearing has the question of pay upon original enlistments? It has already been said that the recruit gives very little thought to the exact number of dollars he is going to receive as pay. But in considering the question of enlistment he is influenced by such vague ideas of the Army as he can gather in his limited surroundings. Some of these ideas he gets from the newspapers and general knowledge of what military life is, but the most of them are formed from what he hears said by others who have served in the Army. A discharged or furloughed soldier comes back to the village and tells of his experiences, and the news spreads. One disgruntled or dissatisfied soldier can spoil a whole county for years as a recruiting section. Thus the question of making more on the outside is presented to the recruit in an indirect manner by those who have tried the Army and do not like it.

Comparisons.—It is very hard to make comparisons between the advantages and disadvantages of a soldier's life compared to the life of a civilian. The soldier is comfortably clothed, housed, and fed. He is carefully attended when he is sick, and in addition he has a definite and certain though relatively small income at the end of each month. He is absolutely free from all care and responsibility for his own support. In these respects, he is more like a boy off at school than a man who is struggling for his daily bread in the main stream of life. Yet, no matter what his elders may tell him of the joys of school days with its freedom from responsibility, every boy yearns for the time when he can throw away his school books and assume these same cares and responsibilities which mark the epoch of his manhood.

The soldier is housed in a barrack squad room, well heated, well lighted, and yet it is shared by some 30 other men. These men are always there; he can never get away from them. It offers no privacy, nothing of what the human being always demands for himself—some kind of a home. He is well fed, yet it is always the same thing. He can never change his boarding house, no matter how much he may tire of it. And then there is reveille and taps, and roll calls and drills. He must always go, always be on time. He has lost that sense of freedom; and yet, with it all, he likes the life—

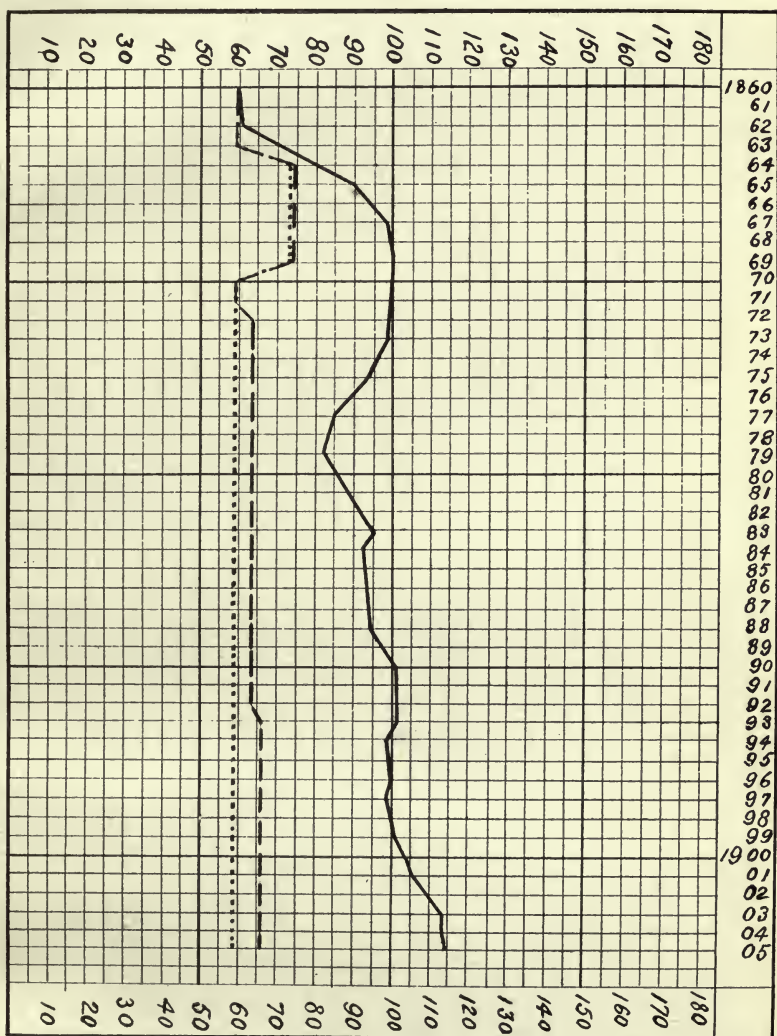
that is, he likes it sometimes, and then again sometimes he hates it, and always he thinks of whether or not he could not do better on the outside. This brings his thoughts back to his home. He thinks of his brother, set up, perhaps, in a small business in a country town, married, with children, owning, may be, a small home with a mortgage upon it. He thinks, perhaps, of the good days when he was free to come and go as he pleased, and if he did not like his job to give it up and get another, of some girl who was his sweetheart, and because of whom, perhaps, he left home and enlisted. He wonders if she thinks of him now, and whether or not she would be glad to see him back. In other words, he is human; he is a young man in whose veins the blood runs red and who typifies in his own way that which we call the American citizen.

Thus the soldier, whether he be in garrison or in the field, at an island coast fort or in the Philippines, is always thinking of home and of what he could "do on the outside." If the United States desires to keep soldiers, it is necessary that at least a goodly percentage of them shall, when the time comes, decide that they can not do better on the outside and that they had better stay in the Army. So soon as this balance can not be maintained, then soldiers will not stay in the Army. How can this balance be maintained in favor of the Army? Many answers can be given, and are given—less frequent changes of station and of officers, fewer courts-martial, restoration of the canteen, building gymnasiums and attractive post exchanges, and a thousand others; but no one or all of these can accomplish anything unless the soldier is satisfied when pay day comes around that he is getting what he earns.

Pay, when fixed.—By consulting Exhibit B, on page 29, it will be seen that for the line of the Army the base pay of a sergeant is \$18 a month, of a corporal \$15, and of a private \$13. In 1854 the corresponding rates were \$17, \$14, and \$12. From 1864 to 1871 the rates were \$20, \$18, and \$16, respectively, so that the great mass of enlisted men get less pay to-day than they did forty years ago. This is shown graphically on opposite page. In contrast to this, the wages of all those classes in civil life from whom soldiers are drawn have increased anywhere from 15 to 100 per cent and the pay of policemen and other municipal employees has increased in some cases as much as 300 per cent. (See statistics of Bureau of Commerce and Labor, shown in diagram opposite page 22, and reports on pay of policemen, pages 39-42.)

Wages in civil life.—It may well be said, of course, that the increased wages of civil life have responded to the increased cost in the necessities of life, the burden of which, in the case of soldiers, has fallen upon the Government and not upon the soldiers themselves. This is of course true and must be considered, but the fact remains that the soldier has been affected by the increased standard of living if not by the increased cost of the necessities, and it is necessary to consider that not only has there been a great advance in ordinary wages, but there has been a corresponding advance in the wages of those who, in addition to actual pay, get board, lodging, and clothing. Consider the pay of certain employees of large corporations and of farm hands and domestic servants who are boarded and lodged and in many cases furnished medical attention and medical supplies, of liveried and uniformed employees who, in addition to these, get clothing. The advances made in their actual pay are just as great proportionately as that of any other employees.

WAGES TAKEN FROM REPORT OF SENATE FINANCE COMMITTEE
AND BULLETIN OF THE BUREAU OF LABOR, 1906.



Full line—Wages of labor in manufacturing industries averaged according to importance, 1860-1905.

Dash "----" Pay of Noncommissioned officers, U.S. Army, averaged according to grade, 1860-1905.

Dotted "....." Pay of Privates, U.S. Army, 1860-1905.

Moreover, whatever theories may be advanced upon this subject, the fact can not be controverted that soldiers will not reenlist and that they almost invariably give as their reason the fact that they can "make more on the outside." Abundant evidence of this exists, and will be found on pages 49 to 100, following.

WHAT DOES THE SOLDIER DO WITH HIS PAY?

Many persons entertain the idea that soldiers, being supplied with "allowances" by the Government, require nothing else and that their pay is something for which they have very little use. A private soldier at the end of his first enlistment is getting \$14 a month, a corporal \$16, and a sergeant \$19. There are other grades, a few of them, of higher rank and longer service, who get as much as \$75 a month. In the entire Army there are 62 of this latter class—master electricians—less than one-tenth of 1 per cent of the authorized force. The great mass of the Army are the privates, corporals, and sergeants in their first enlistment, so that it is this class of men that we must consider. The soldier's allowances consist of clothing, rations, lodgings, medical attention, and medical supplies.

Clothing.—The soldier draws a certain allowance of clothing in kind, the value of which for each enlistment is \$169.29, or an average of \$56.43 a year. If he does not draw all of the clothing to which he is entitled, he can get the money value of the balance upon discharge. If during any half year he overdraws his clothing allowance, he is charged for the excess, and it is taken out of his pay. The clothing allowance is sufficient for the average soldier. Some make a saving out of it; others overdraw their allowance and have the excess taken out of their pay. Out of the clothing allowance comes all the uniform the soldier wears—coat, trousers, overcoat, hats, shoes, gloves, etc., and also underclothing and the soldier's blankets. He is not provided with handkerchiefs, towels, or toilet articles, such as soap, brushes, razor, etc. Bedding other than blankets is provided at Government expense and not charged against the clothing allowance. The clothing as issued rarely fits, and it is necessary to have it altered. This altering and fitting must be done at the soldier's expense, out of his monthly pay. No provision is made for repairing, pressing, or cleaning clothing or for repairing shoes. Nearly all soldiers, except recruits, have their best clothes tailor made or remade at their own expense. It is a custom of the service, and the eye detects at once any soldier who appears in public or at inspection in an "issue" blouse that has not been recut to make a decent fit. The difficulties of providing a ready-made uniform that will fit are of course much greater than that of providing ready-made civilian clothes.

Rations.—The soldier is furnished his rations, the value of which is about 20 cents a day. They are cooked for him and served to him at Government expense. But this does not mean that the soldier spends no money for food. The meals are served at a certain hour each day. Often the soldier, of his volition or on account of official duties, finds it impracticable or inconvenient to get to the barrack mess at meal time. He then buys a lunch or meal at the post exchange or a near-by restaurant. The lunch counter at the post exchange is one of its principal features.

Incidentals.—If the soldier chooses to wear civilian clothes he must of course buy them, along with ties, collars, shirts, and all other

accessories. On account of the prejudice against the uniform, many soldiers avoid wearing it in public places. The soldier must provide his own shoe polish, cleaning materials for his rifle and equipment, and must pay for his laundry. The great majority of men who come into the service have never learned to shave themselves, and they pay \$1 or \$1.50 a month to some barber for hair cuts and shaves. If a soldier breaks any of the table crockery when he is washing dishes, or at any other time, he must pay for it. If any article of Government property is stolen from him or misplaced while in his possession and he can not properly account for it, he has to replace it. One of the regular routine papers submitted by a company commander each quarter is the statement of charges against enlisted men, made on pay rolls, for broken or lost crockery ware.

Amusements.—So far I have dealt with what may be called the soldiers' necessities. If we expect to keep soldiers in the Army we must also consider their amusements. The average young working man, whether he be a common or a skilled laborer or a clerk or a railroad man, or belong to any of those classes from whom we can expect to get soldiers, if he be single, spends a good portion of his wages upon his personal amusement. He has his tobacco, his beer, and his cheap shows and his pool rooms, and if he has nothing else to do he can get with a crowd after working hours and hang around some street corner or cigar store. The soldier craves the same thing. He gets tired of the humdrum of the post routine, the gymnasium and the athletic sports arranged for him. They bore him, and he feels that he must get off occasionally and get over to the near-by town or village and, if nothing else, loaf around and look in the shop windows. In order to give himself even this simple recreation, he must pay fare on some train or trolley car, or, in the case of coast artillery posts, pay passage on some boat. The posts are frequently so far from these little towns that the soldier to go "on pass" must stay away all night, paying for his lodging and meals.

Sending money home.—Some soldiers attempt to send small sums home to dependent parents, or brothers, or sisters.

Married soldiers.—I have thus far considered only the unmarried soldiers. In the line of the mobile army every effort is made to discourage soldiers from marrying, as it is next to impossible to care for their families, on account of the frequent changes of station. But the post noncommissioned staff officers are not subject to such frequent changes of station, and they are authorized by law and regulations to have separate quarters. The authorized allowance is one room, at a cost of not more than \$12 a month, but on posts they are provided with small cottages of four or five rooms. No discouragement is placed in the way of these men marrying. In the same way there is a belief among many that it is a great advantage to have the older sergeants and the skilled experts of the Coast Artillery married, as they are apt to remain longer with their organizations. Such a soldier gets established at some post, his wife does some work, his children go to school, and unless he decides to leave the service altogether he is not apt to leave that post. In the Coast Artillery this class of old noncommissioned officers steady the service. On account of their wives and daughters they feel a greater responsibility, they feel they must keep up the tone of service and its esprit. Upon this class of men falls most heavily the increased cost of the necessities of life. They get their little houses on the post, if they have rank enough,

otherwise they rent or own one in a near-by town. If on the post, they can get fuel from the quartermaster, and they get a ration—\$6 worth of groceries a month—and then they get their pay. How can they and their families exist on it? There is many an old soldier who, after years of service, does not make as much as his young daughter, who is a servant girl on the post.

Retirement.—A soldier, after serving thirty years, is entitled to retirement on three-fourths pay and \$9 a month as commutation of allowances. This term of service seems pretty long to a man, considering the question of reenlistment for the first time. It is 50 per cent longer than that required of the Canadian soldier. If at any time a soldier becomes permanently disabled, whether in line of duty or not, he is discharged upon surgeon's certificate. There is no such thing as retirement for disability for enlisted men. If the disability occurred in line of duty, the soldier becomes entitled to admission to the Soldiers' Home. This places him upon the basis of a military pauper. The home is not supported by the Government, but by involuntary contributions of the soldiers themselves, 12½ cents a month from the pay of each soldier in the Army. Thus the disabled soldier, as far as the Government is concerned, is dependent upon the laborious process of prosecuting a claim for a pension. Of course it goes without saying that no criticism is meant by me of the method in which disabled soldiers are looked after by the United States, and these points are brought out only to indicate that retirement for length of service and pensions for disability incurred in time of peace are not very great inducements to hold out to young soldiers.

Enlistments and reenlistments.—Going over the records of the recruiting service back as far as 1886, there appears to have been no difficulty in recruiting the Army until 1901. On June 30 of that year the actual enlisted strength of the Army was 74,310. Since that time the actual strength has steadily run down until on October 15, 1906, it was 54,659, and on October 15, 1907, it was 50,190 enlisted men. During this period (1901–1907) the authorized strength has been reduced from 77,287 to 69,861 enlisted men. The difficulty of obtaining recruits has become greater and greater. It has become necessary to resort to special advertising. The number of officers on recruiting duty has been increased from 58 on June 30, 1904, to 117 on June 30, 1907, and the standard of acceptance has been reduced in that the percentage of rejections of applicants has been much reduced.

Still greater difficulty is experienced in the matter of reenlistments. In order to maintain any degree of efficiency, it is necessary to have in every organization a certain number of old soldiers. It is also desirable to get in a certain amount of new blood from time to time, and at times in the history of the Army it has been necessary to place limitations upon the number of reenlistments. In 1876 general orders were published limiting the number of men who could reenlist to those whose character was exceptionally good. At that time some of the batteries of artillery did not have a single man who was not drawing continuous-service pay. In the report of the Adjutant-General for the year 1888 it is stated that 72 per cent of all the enlisted men in the Army had had more than three years' service.

Limitation on reenlistments.—The appropriation bill of February 27, 1893, provided: "And hereafter, in time of peace * * * no private shall be reenlisted who has served ten years or more or who is over

35 years of age, except such as have already served as enlisted men for twenty years or upwards." The comparative condition existing to-day can not be understood without consulting the statements submitted by organization commanders and printed herein on pages 49 to 100. Some old soldiers reenlist with the hope of rounding out their thirty years to get retirement. Other men reenlist under regulations providing for the immediate discharge and reenlistment of men going on foreign service and of men attending certain of the service schools, but, as is shown by the reports referred to, the great majority, when their time is out, leave the service, and the result is that organizations are so reduced in numbers that in many of them drills and practical instruction have become a farce.

Shortages.—The actual and authorized enlisted strength of the four arms of the service on October 15, 1907, were as follows:

	Authorized strength.	Actual strength.	Shortage.
Cavalry.....	13, 196	10, 806	2, 390
Field Artillery.....	5, 245	2, 859	2, 386
Coast Artillery Corps.....	19, 321	9, 516	9, 805
Infantry.....	25, 650	20, 053	5, 597
Total for these four arms.....	63, 412	43, 234	20, 178

Desertions.—Desertions, like failures to reenlist, may be assignable to many different causes, but when a man has what he considers a good job he is not likely to desert it. A Government job is generally looked upon as a good thing and very few branches of the Government are troubled to any extent by men refusing to continue in Government employ, even when to give up such employment is wholly voluntary. We do not usually associate with the position of postmaster, or custom-house employee, or policeman, for instance, the idea that force is necessary to keep them filled, or that it is necessary to pass laws providing that if a man accepts such a position and throws it up he shall be put in prison. Yet men will commit the crime of desertion to get out of the Army, apparently for no greater reason than that they do not like it.

Maj. Gen. A. W. Greely, commanding the Northern Division, in reporting upon the causes of desertion, says:

Causes of desertion.—Ten causes of desertion arranged in order of their importance by 31 selected organization commanders, by 136 battery, company, and troop commanders, and by 136 first sergeants serving at the various posts of the division.

Causes of desertion in order of importance as viewed by:

	First sergeants.	Company commanders.	Selected officers.
Small pay, especially noncommissioned officers, and high wages in civil life.....	1	1	1
Lack of canteen, and resultant trouble in dives surrounding posts.....	2	3	3
Low standard and general worthlessness of recruits.....	3	2	2
Excessive amount of nonmilitary work.....	4	7	6
Hardships incurred during practice marches, especially weekly.....	a 5	8	7
Difficulties arising from bad habits.....	6	4	4
Failure of recruits to appreciate the obligations of a contract, and their ignorance of the character of the crime of desertion.....	7	6	5
Probable immunity from punishment for desertion, and belief that little effort will be made to capture them.....	8	5	8
Almost universal hostile attitude of civilians toward uniform.....	9	10	10
Isolation of certain posts and consequent lack of amusements.....	10	9	9

a In the infantry one-half of the first sergeants place this cause as No. 1 or No. 2.

The first sergeants are in a better position to know the reasons why men desert than organization commanders. In addition, about 100 noncommissioned officers of long service were questioned by the division commander on inspection. About 80 per cent gave (1) small pay, (2) practice marches, and (3) lack of canteen as the predisposing causes of desertion.

The above opinions are entitled to great weight, inasmuch as they represent the mature consideration of nearly 400 officers and noncommissioned officers of company organizations, cover a great extent of country, and include varied fields of trade and industry.

The percentage of desertions in the Army in recent fiscal years is as follows:

	Per cent.
1895-1904	4.5
1902-1904	6.1
1905	6.8
1906	7.4

Discharge by purchase.—It may be well here to indicate what is meant by "discharge by purchase." Under the provisions of section 4 of the act of Congress approved June 16, 1890, the President prescribed rules governing the purchase of discharge from the Army. In time of peace, any enlisted man who has completed one year's service as such and is not undergoing punishment or under charges may obtain the privilege of purchasing his discharge, subject to the approval of the authority competent to order it. The price of purchase consists of the travel allowances due on discharge, retained by the United States in all cases, and in addition thereto, the following:

After 1 year's service	\$120
After 2 years' service	100
After 3 years' service	90
After 4 years' service	85
After 5 years' service	80
After 6 years' service	65
After 7 years' service	60
After 8 years' service	55
After 9 years' service	40
After 10 years' service	35
After 11 years' service	30

RATES OF PAY OF OTHER ARMIES.

The question naturally arises as to how other nations of the world have met these conditions. What do they pay their soldiers and how do they retain them in the service? By consulting the table on page 31 it is seen that Great Britain and the United States are the only countries of the world maintaining an army of any size wholly by voluntary enlistments. In other countries a man contributes a certain amount of service in the army, just as he does taxes, to the general support of the government. He is given a certain amount of pay, which partially supports him. In the United States, however, the soldier enters into a voluntary contract for a short term of enlistment—three years—and he may at any time terminate it by the payment of a small sum (discharge by purchase). In Great Britain the conditions are somewhat the same, except that the term of enlistment is practically twelve years. The long term of enlistment, while probably acting as a deterrent upon enlistments, has the advantage of requiring fewer enlistments per year to keep the army full. In actual dollars and cents Great Britain pays her Canadian soldiers of all grades, and her British soldiers of the higher grades, more than the United States pays her soldiers of the same grades. This, how-

ever, is not a fair comparison, because conditions are so different in the United States from what they are in Great Britain. The only way in which pay or wages for any particular occupation in two countries can be compared is by a comparison of the purchasing values and by a consideration of the general standard of living, and of the wages or pay for other similar occupations. This subject has been treated fully by Maj. John H. Beacom, military attaché at London, in a paper submitted herewith, which will be found on page 33, to which particular attention is invited. From his deductions and from data given in the recruiting circular of the Canadian army, printed on page 27, the following comparisons of pay can be made:

Grade.	United States soldier in United States currency.	Canadian soldier in Canadian currency.	American equivalent of pay of British soldier.
Sergeants-major, tenth year.....	\$40.00	\$60.00	\$71.35
Quartermaster-sergeants, tenth year.....	40.00	55.50	57.45
Sergeants, sixth year.....	23.00	37.25	38.50
Corporals, fourth year.....	17.00	30.05	29.90
Privates, third year.....	14.00	18.00	18.85
Privates, first year.....	13.00	15.00	12.95

The almost exact coincidence between the actual pay of different grades in the Canadian army and the "American equivalent" for that grade indicated as the pay of the British soldier shows the accuracy of Major Beacom's deductions.

As the United States and Canadian currency is the same, and as conditions in Canada are more nearly like those in the United States than are those in any other country, it will be interesting to carry the comparison in pay a little further. I have therefore extracted some further data from the Canadian recruiting circular and give below a table based upon the initial pay of the two services.

Statement of pay per month and allowances of United States Army as compared to that of enlisted men of corresponding grade in the Canadian army.

<i>United States Army.</i>		<i>Canadian Army.</i>	
Master gunner.....	\$34.00	Master gunner, artillery districts.....	\$45.00
Sergeant-major.....	34.00	Sergeant-major.....	45.00
Chief musician.....	60.00	Bandmaster.....	45.00
Quartermaster-sergeant.....	34.00	Quartermaster-sergeant.....	40.50
Chief trumpeter.....	22.00	Sergeants trumpeter.....	37.50
Squadron or battalion sergeant-major or color sergeant.....	25.00	Squadron or battery sergeant-major or color sergeant.....	37.50
Chief mechanic.....	18.00	Sergeants farrier.....	37.50
Company or battery quartermaster sergeant.....	18.00	Squadron, battery, or company quartermaster-sergeant.....	37.50
Sergeant.....	18.00	Sergeant.....	30.00
Corporal.....	15.00	Corporal.....	24.00
Private.....	13.00	Gunner or private.....	15.00
Sergeant, first class, Hospital Corps.....	45.00	Sergeant-major, medical corps....	52.50
Sergeant, Hospital Corps.....	25.00	Ward master, medical corps.....	37.50
Corporal, Hospital Corps.....	20.00	Assistant ward master.....	30.00
Private, Hospital Corps.....	18.00	Hospital orderlies.....	18.00

ALLOWANCES.

Free rations, barrack accommodations, and medical attendance.

Clothing allowance.—Practically the same for both services.

Toilet articles.—United States, nothing; Canadian, button brush, hairbrush, shaving brush, razor and case, button stick, clothes brush, shoe brushes, comb, sponge, blacking, towels.

Transportation to recruiting stations.—United States, nothing; Canadian, \$10.

Pensions.—Service retirement: United States, after thirty years; Canadian, after twenty years. Disability retirement: United States, none; Canadian, after fifteen years' service.

The cost of living and the scale of wages in Canada is less than in the United States. In this connection attention is invited to the pay of the police force of Montreal as compared to that of Washington (page 40).

Other countries.—The only other countries on the American continent with which comparisons of this kind can well be made are Cuba, where many of our soldiers serve, and Chile which maintains a very respectable army of 10,000 men. The Cuban pay is more than that of the United States, and so is that of the Chilean army which is as follows (the currency indicated is the Chilean "peso," the purchasing value of which is about the same as that of the dollar of this country):

Salaries and allowances of officers and men, Chilean army, as per law of 1894.

[Alamo's "Recopilacion de Leyes Militares."]

Rank.	Pay per year.	Grade.	Pay per year.
Major-general.....	\$8,400	First sergeant.....	\$540
Brigadier-general.....	7,200	Sergeants.....	444
Colonel.....	6,000	Corporals (first class).....	372
Lieutenant-colonel.....	4,800	Corporals (second class).....	348
Major.....	3,600	Musicians.....	324
Captain.....	2,400	Privates.....	300
First Lieutenant.....	1,800	Artificer, first class.....	720
Second Lieutenant.....	1,200	Artificer, second class.....	480

Retired pay for disability in line of duty is equal to one-fortieth the annual pay multiplied by number of years of service; for any other cause, equals as many fortieths of 75 per cent of pay per year as number of years' service.

Pension of about 10 per cent of salary to widow or children or mother when the deceased had over ten years' service.

Officers are entitled to quarters, light, fuel, forage, ration in kind, orderly, surgeon, medicine, hospital, funeral. Commanding officers of posts receive also an extra pay of \$1,000 a year.

Men receive quarters, clothing, rations.

Chilean ration consists of:

	Grams.		Grams.
Meat.....	340	Coffee.....	10
Bread.....	300	Sugar.....	35
Vegetables.....	150	Salt.....	20
Onions.....	50	Lard.....	50
Potatoes.....	240	Garlic.....	5
Beans.....	300	Chile.....	2
Rice.....	50		

It is reported by the officer who furnished the above data relative to the Chilean army that there is a bill now pending before the Chilean Congress for increasing the pay of the army, navy, and civil service of that country by from 30 to 60 per cent.

PAY OF OFFICERS.

The rates of pay for officers of the Army were fixed by section 24 of the act approved July 15, 1870 (R. S., 1261).

The rate of pay and authorized number of officers in each grade on October 15, 1907, are as follows:

Grade.	Pay.	Number.
General.....	\$13,500	0
Lieutenant-general.....	11,000	a 1
Major-general.....	7,500	7
Brigadier-general.....	5,500	27
Colonel.....	3,500	113
Lieutenant-colonel.....	3,000	135
Major.....	2,500	385
Captain:		
Mounted.....	2,000	} 1,332
Not mounted.....	1,800	
First lieutenant:		
Mounted.....	1,600	} 1,168
Not mounted.....	1,500	
Second lieutenant:		
Mounted.....	1,500	} 828
Not mounted.....	1,400	

^a Grade abolished upon retirement of present incumbent.

An increase of 10 per cent in pay is allowed for every five years of continuous service, provided the total increase shall not exceed 40 per cent, and provided further the maximum pay for a colonel shall not exceed \$4,500 and of a lieutenant-colonel shall not exceed \$4,000.

ALLOWANCES.

The allowances of officers are as follows: (1) Quarters, or commutation thereof; (2) purchase of commissary supplies at Government rates; (3) medical attention and supplies; (4) fuel and lights; (5) mileage when traveling under orders without troops and baggage allowance when changing station.

1. *Quarters.*—At posts officers are furnished quarters. Married lieutenants, as a rule, the usual type of 7-room and bath house, captains and field officers a little better, and bachelors 2 rooms and a bath in what are called "bachelor quarters." When not on duty with troops and not serving where Government quarters are furnished officers are allowed commutation of quarters at the rate of \$12 a room, as follows:

Lieutenant-general, 10 rooms; major-general, 9 rooms; brigadier-general, 8 rooms; colonel, 7 rooms; lieutenant-colonel, 6 rooms; major, 5 rooms; captain, 4 rooms; first lieutenant, 3 rooms; second lieutenant, 2 rooms.

This allowance was provided for in the army appropriation bill of March 2, 1907. It is an advance upon that heretofore allowed and under this allowance officers living in cities can get quarters for the commutation allowed them, or a slight excess thereof. The allowance has not affected officers serving at posts, since they occupy the same quarters they did before. A proviso was included in the same bill that "heavy furniture" could be furnished by the Government for officers' quarters. It will be some years before this can be carried into effect. It will not affect, very much, officers who are already in the service, who have already provided themselves

with a complete outfit of household furniture, nor will it result in much saving to the officers who come in during the next few years. These officers will have to have their houses completely furnished when they occupy them, and will have to buy the furniture, notwithstanding the fact that eventually most of the heavy furniture will be provided by the Government. The furniture to be provided this year from funds now available consists of window shades, a dining-room table and chairs, a desk, and a hatrack.

2. *Commissaries*.—The Subsistence Department keeps on hand, primarily, articles of the ration for issue to the enlisted men. For the convenience of officers it also keeps on hand certain other staple articles of a little better quality, which might be designated as family groceries as distinguished from fancy groceries. It carries no meats except salt and canned meats, and no fresh vegetables except potatoes. As a convenience the commissary is one of the greatest privileges officers have. Troops are often stationed miles from a railroad or upon some isolated island at the mouth of our harbors, and at such stations officers have no access to the markets, and they are absolutely dependent upon the commissary for their supplies. As a means of saving, however, the commissary is one of the most insignificant considerations. It should be understood that the Commissary Department purchases by advertisement and bids. It can not go into the open market and make bargains. The purchases are surrounded by all kinds of restrictions. There are specifications as to standards of quality, of size, of shape, of weight, of date and manner and rate of delivery, etc. Many of the purchases are made in small quantities in the neighborhood of the posts, and it is notorious that the Government always pays more for everything than corporations or individuals purchasing under similar conditions.

After the purchases are made and the goods placed on sale in the commissary there is no such thing as bargain-counter prices. All goods are sold as standard. If, through age or other conditions, the quality deteriorates, the standard price is maintained until the goods become absolutely unsalable. They are then condemned and destroyed. Many of the commissaries can only be bought in certain quantities—an inconvenient condition for the housekeeper—butter, for instance, only in 5-pound tins; so that while, as I say, the commissary is almost indispensable at times, it really represents very little money value to the average officer, and many officers do not patronize it at all.

The Commissary-General submitted to the Military Committee of the House last year a detailed statement on this subject showing the percentage of savings by purchases at the commissary. His report covered the cases of 147 different officers making purchases from the commissary at Washington Barracks. The average monthly bill was \$16.05, and the average saving over open-market retail values was \$1.42, about 8.75 per cent. As a matter of fact, many officers prefer not to patronize the commissary, as the saving of a dollar or two a month does not make up for the trouble. Of course the price of commissaries has followed the general advance of the price of the same article in the commercial markets, and the sales price of to-day shows an advance of from 10 per cent to 100 per cent over that of a few years ago, as is indicated in the table on page 32.

3. *Medical attention*.—Officers and enlisted men receive medical attention and medical supplies from the Government. It is, of

course, known that many corporations and civilian organizations supply this to their employees and that the cost to these concerns is nominal. The cost per person for such service would probably not amount to \$5 a year. At every army post there is a hospital and one surgeon to about every 300 officers and men. There are two attending surgeons in Washington and 288 officers who, with their families, are entitled to medical attention. The value of this attention, including medical supplies, is estimated at \$30 per officer per year. It is interesting to note that after this estimate had been made it was ascertained that the commutation of medical attention and supplies allowed captains of the Canadian army is \$30 a year. However, it must not be understood that officers have no doctor bills because they are entitled to the services of army surgeons. There are many cases of an unusual character, especially with women and children, that the army surgeons do not handle, and there is no army officer of family who is not constantly being put to private expense on account of medical attention necessary for his family. Many instances could be cited where officers dependent upon their pay have had medical bills amounting to \$400 or \$500.

4. *Fuel and lights*.—Up to last year officers were allowed to buy a certain allowance of fuel at the rate of \$3 for a cord of wood or its heat equivalent. This amounted to a saving of \$1.77 per 1,000 pounds of coal, and for a captain the average saving was \$11 a month the year round. Under the provisions of the appropriation act of March 2, 1907, fuel and lights are furnished free, and this increases the value of this allowance for a captain to \$23, or an increase of \$12 a month over what it was before.

The allowance of fuel and lights for all grades is indicated below:

	Rooms.		Cords of wood per month.	Increased allowance from September 1 to April 30.		For quarters.		For office.
	As quarters.	As office.		May 1 to August 31. Tropics, year round.	September 1 to April 30.	Between 36th and 43d degrees N. latitude, one fourth.	North of 43d degree, one-third.	
Lieutenant-general.....	10		1½	6½	1½	2½	9	1
Major-general or officer of higher rank occupying 9 rooms as quarters.....	9		1½	6	1½	2	8	1
Brigadier-general or officer of higher rank occupying 8 rooms as quarters.....	8		1½	5½	1½	1½	7	1
Colonel or officer of higher rank occupying 7 rooms as quarters.....	7		1½	5	1½	1½	6	1
Lieutenant-colonel or officer of higher rank occupying 6 rooms as quarters.....	6		1½	4½	1½	1½	5	1
Major or officer of higher rank occupying 5 rooms as quarters.....	5		1½	4	1	1½	4	1
Captain or officer of higher rank occupying 4 rooms as quarters.....	4		1½	3½	¾	1½	3	1
First lieutenant or officer of higher rank occupying 3 rooms as quarters.....	3		1	3	¾	1	2	1
Second lieutenant or officer of higher rank occupying 2 rooms as quarters.....	2		1	2½	¾	¾	1	1
Officer of any rank occupying 1 room as quarters.....	1		1	1½	¾	½	1	

5. *Mileage*.—Officers traveling on duty without troops get 7 cents a mile mileage. Those traveling with troops go on the troop trains and get no mileage allowances. The mileage allowed is usually sufficient to cover expenses of trips away from and return to permanent stations. For instance, if an officer is ordered to New York and return on official business, the mileage will cover the trip. When such trips are short and involve several days' stoppage at various places, with hotel bills at each, the mileage will not cover the expenses. Only a very limited number of officers, however, travel on duty of this kind. The great majority of travel is when officers change station permanently—when they pick up bag and baggage with family and household effects and leave a station never to return to it. If such a change is made without troops the officer gets his mileage, 7 cents a mile, and he is allowed to carry a certain quantity of baggage—3,000 pounds for a captain. The mileage will possibly pay for a ticket for himself and wife. If he changes station with troops he gets actual transportation, but no mileage. No married officer can change station, either with or without troops, without having to go to some expense over and above that allowed him by the Government. Sometimes it is very great, amounting to several hundred dollars.

This question of changing station is one which is probably understood less by civilians than anything connected with the Army. Comparisons have often been made with supposedly similar conditions in civil life, or in civil branches of the Government, it being stated that the Government pays the traveling expenses of the officer or employee, but not of his family. The inference from this is that the officer has the option of leaving his family at home. There is no such option and there is no such home. There are many traveling men in civil life, and there are many officers and employees of the civil branches of the Government whose duties require them to travel, but almost without exception there is some central point, some headquarters where the home of the family can be located. There is no such condition in the Army. Officers are liable to be ordered for duty in any part of the United States, Alaska, the Philippines, Cuba, Honolulu, or Porto Rico. When they leave one point, they leave it for good, with no expectation of ever returning to that point. The average rate of change is one move a year.

Many officers have changed station as often as four to eight times in a year. Some officers have had moves averaging from 5,000 miles to 7,000 miles a year. Company H of the Sixteenth Infantry, for instance, in nine years has had 30 moves with an aggregate distance of 51,765 miles. If any one officer was with this company during the whole of this time he drew no mileage for any of these moves. Other examples may be seen by consulting the reports contained further on. Particular attention is invited to that of the colonel of the Sixteenth Infantry, given on page 89.

Suppose an officer at Fort Riley, Kans., is ordered to Alaska or to the Philippines. He has either got to take his family with him or send them to some place where they can stay till he returns to the United States. He can not leave them at the fort—the quarters he occupied will be needed for the officer that relieves him, and when he returns to the United States it is practically certain that he will not be sent back to Fort Riley. There is only one way an officer can keep

from moving his family every time he moves and that is not to have any family. Now, this frequent moving around is a new condition arising from the necessity of having part of the Army outside the continental limits of the United States. In the old days regiments stayed from seven to fifteen years at one station and the only officers who were shifted-around were those on detached service. Now the conditions are reversed, and a detail on some special duty is a godsend in that it at least guarantees two or three years at some place without a move.

COST OF LIVING IN THE ARMY.

So much has been said upon the subject of increased cost of living recently that it hardly seems necessary to treat of this phase of the subject in this paper. According to Dun's Index of the Comparative Cost of Living, as given on page 172 of the World's Almanac for 1907, the cost of living has advanced from 72 to 105 in the last ten years; that is, an increase of 46 per cent based upon the figures for 1897. The Bureau of Commerce and Labor, in its Bulletin No. 71, July, 1907, gives on page 7 the increase during the same period of "Retail prices of food weighted according to family consumption," from 96 in 1897 to 116 in 1906, an increase of about 21 per cent. The newspapers and periodicals are full of statistics of all kinds as to the advances in prices of all commodities, and of wages and salaries. No argument is necessary to show what these have been, it is a matter of common knowledge that not only has the actual cost of necessities advanced, but the increased standard of living makes what was once a large salary a very small one now.

Congress has recognized this and has made this a basis for an increase of 50 per cent in the salaries of its Members. But even since that time the cost of living has advanced, and prices are even higher now than they were during the last session of Congress.

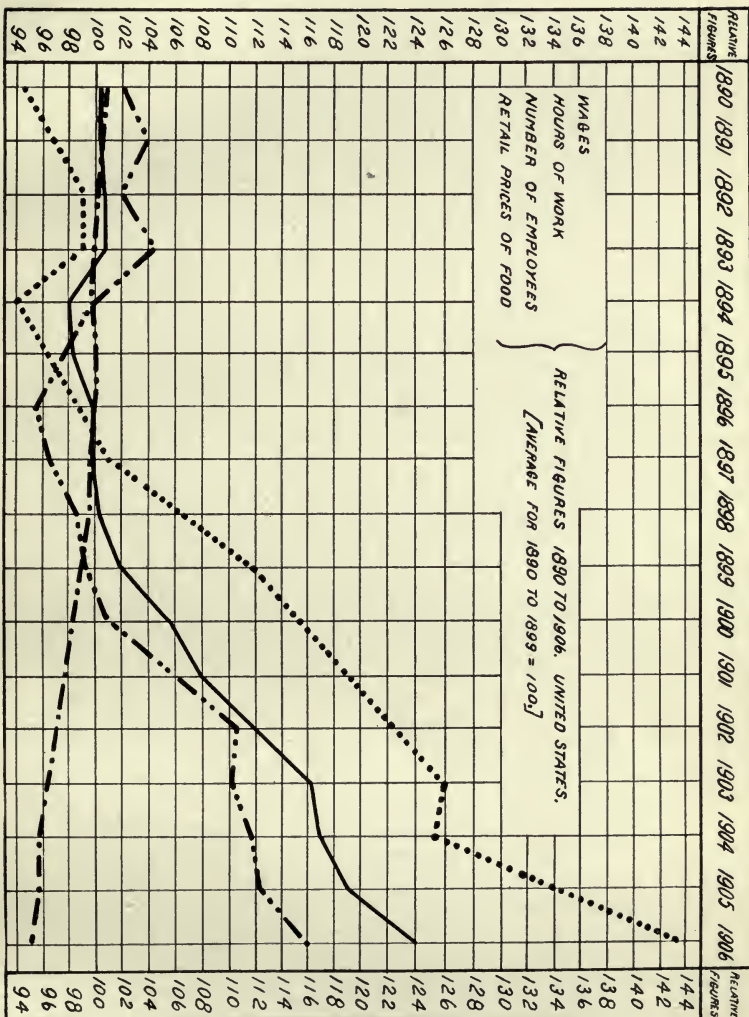
The officers have had to bear the brunt of all these advances, the same as their brothers in civil life, and in addition to this they are burdened with certain extra expenses on account of the change in the nature of the service required of them.

Insurance.—The excessive changes of station have already been mentioned as an additional cost per se, but they involve other things, for instance, insurance. All insurance companies now charge large extra premiums of army officers on account of their liability to tropical service. These increased rates, an advance of from 10 to 20 per cent, extend to the entire Army. Officers are dependent upon insurance as the only form of protection for their families, since the roving nature of their occupation prevents them from acquiring any property or of having any business interests. A large increase in insurance premiums is a very serious matter to them.

School facilities.—In the old days officers remained at stations long enough to educate their children, or at least put them for a reasonable time at the local schools. But now their stay at any one place is so transient that they must make arrangements to send their children off to schools at great expense. Moreover, being nonresidents, they are usually denied the privilege of the local public schools.

Post gardens.—Formerly every well-regulated post had its garden, and officers, for a nominal sum, could share in its products. This, of course, resulted in a great saving to them. Now the post garden,

COPIED FROM BULLETIN OF THE BUREAU OF LABOR, 1907.



like all other marks of permanency, is no longer a feature of posts, and officers must do the best they can in local markets.

Servants.—Servants are now very scarce and wages are high. The old servant class in the vicinity of posts—wives and daughters of soldiers—has disappeared, and the usual class of servants do not care to be employed upon lonely army posts where the garrisons change too rapidly for them to make any ties. The result is that officers now have to pay from 25 to 50 per cent more for servants than the local rates in near-by town or cities.

Railroad fare.—Before the passage of the interstate-commerce act officers' families could usually travel on troop trains without charge or could otherwise travel on passes or half rates. The revocation of this courtesy on the part of the railroads has fallen heavily on officers who have to take their families with them when they make long and frequent changes of station.

In general.—The Military Committee was furnished last year with considerable detailed information on the subject of officers not being able to live on their pay, and it is not believed to be desirable to go into the subject to any extent again. The following extract, however, is given from the current report of Maj. Gen. A. W. Greely, commanding the Northern Division:

Pay of officers.—Another subject that will vitally affect the future efficiency of the service is that of adequate pay for the commissioned officers of the Army. In thirty-seven years, marked in general by unparalleled prosperity for the nation, and in the eventuation of the highest salaries and pay ever known to civilian laborers and professional men, the pay for officers of the Army serving in the United States has remained unchanged, except in curtailment through the abolishment of fuel, which Congress restored in March, 1907, with light added.

To-day the physical and professional standards for officers are higher than ever before. They demand constitutions that may withstand the climes of Alaska or the Philippines; administrative ability equal to the outfitting of a single company post, or the equipping of an army half way around the globe; scientific knowledge for accurately determining the range and unerringly delivering the shot against warships miles away; the instant transmission of military information by buzzer, by submarine cable, or by wireless telegraphy; the locating of hostile forces, and their destruction by invisible batteries through indirect fire methods; these and kindred other duties involving high scientific knowledge are expected in our Army, not from specialists highly trained for years, but from the line of the Army.

Second lieutenants, beginning with a pay of less than \$4 per day, must provide themselves with uniform, food, servants, camp equipment, and household effects. In seven years they may rise, if health lasts and examinations are passed, to first lieutenants at \$5 per day, and in eighteen or twenty years to a captaincy with \$6.50 or \$7 per day. If ordered to foreign service, at an increased expense of about 25 per cent, they receive 10 per cent additional.

It is submitted that most efficient and highly desirable service can not be always expected from underpaid officers. Even the most patriotic and honorable men are unfavorably affected by financial difficulties involving the care and comfort of their families.

Compelled by reports to believe that half the company officers were necessarily living beyond their pay, an investigation was made by the division commander which discloses the harrowing fact that this condition is true as to more than three-fourths. It appears from official confidential reports certified to by the officers concerned that in the Northern Division, during 1906, only 7 (1 largely in debt) out of 34 captains and first lieutenants, selected with reference to conservative character and good habits, were able to live within their pay.

Living expenses, 1906.—Thirty-four officers give under designated heads their expenses for the year 1906, with certificate of their general correctness. The amounts given are less than the actual expenses, as some families were clothed from private incomes and in several cases families visited relatives during the year, their expenses not entering in these reports. The average pay of these 34 officers, stationed not in cities, but at military posts from Ohio and Kentucky northwestward to Wyoming and

Montana, was \$2,506.32, including in most cases all mileage, money prizes as marksmen, etc. The expenses of these 34 officers average \$3,037.03, or 21.1 per cent in excess of their pay. The detailed expenses per average family of 3.79 was as follows:

Household expenses (food, servants, furniture, fuel, light, etc.).....	\$1, 478. 31
Uniforms and clothing.....	458. 48
Charities and religion.....	40. 86
Education.....	105. 51
Insurance.....	177. 07
Recreation.....	93. 33
Furniture losses in changing station.....	179. 25
Cost of changing station for family.....	174. 48
Separate homes necessitated by foreign service.....	329. 74

The simple methods of army life appear in the statement that the cost of household expenses, exclusive of 21.17 cents for fuel and light, is but 85.4 cents daily for each member of an officer's family. The average cost of clothing per individual (including uniforms) is \$118 per year, and the amount annually spent for recreation is \$32, or less than 9 cents per day for each individual. Excluding 1 officer, who is making extraordinary efforts to adjust debts incurred by frequent changes of station, there were but 3 captains who lived inside their pay, averaging \$166.27 each, against 13 captains whose average deficiencies were \$262.82. The condition of the first lieutenants is lamentable, only 2 living within their income to the extent of \$114.50 each, as against 15 whose average excess of expenses over salaries amounts to \$465.43-

EFFECT ON COMMISSIONED PERSONNEL.

We have seen the effect of these conditions upon the enlisted men. What about the officers? It has always been said that there may be difficulty about getting men, but there will never be any difficulty in getting officers. Unfortunately this is not true. Of course men can be rounded up anywhere that will accept commissions in the Army; but we must consider the question of competency, and when it is said that there is difficulty in getting officers we must mean, of course, officers of the heretofore accepted standard.

Source of supply.—There are three sources from which officers are obtained—West Point, the ranks, and civil life. For many years there was the keenest competition for commissions from all of these sources. It has been said that no American boy has ever grown to manhood without having entertained the idea at one time or another of going to West Point or Annapolis. Certainly appointments to West Point were strenuously sought for, and the War Department and the White House have for years been visited frequently by Senators and Congressmen recommending the appointment to West Point or to a commission of their young constituents. Such appointments are now rarely sought in this way.

Cadets.—There have never been so many unfilled vacancies at West Point as there are at the present time. In old times when a boy wanted to enter the Military Academy he had to go to West Point to stand his entrance examination, whether he be in Massachusetts, Texas, or California—there was no other way; and many stories are told of boys starting out months beforehand and making their way to West Point, sometimes partly on foot, in order to try this ordeal upon which they based their future career. Due to a decreasing interest in these appointments by the youth of the country, all sorts of arrangements have been made in order to relieve the inconveniences of the entrance examination and to make it easy for those who feel inclined to take it. Examinations are held in different parts of the country, so that no boy need go an unreasonable distance from his home to stand the examination, and arrangements are made by which if one man fails others are examined to take his place. Yet, in spite

of all efforts to keep the corps full, the superintendent of the Military Academy says in his last report:

In this connection attention is invited to the large and increasing number of appointees in recent years who have failed to report (79 this year); to the fact that the Corps of Cadets is 73 below its authorized strength, and to the increasing number of resignations from the Army (9 of this year's graduates, it is understood). In the matter of trained young soldiers, the output of the Military Academy can not with safety, be permitted to fall below the rate of consumption of those who have gone before, plus the increased requirements of a great and growing nation. It is believed that the more lucrative pursuits and greater fields for promotion of private life are diverting young men from these careers of small pay and slow promotion in our country's service.

Enlisted candidates.—There has been a marked decrease in the number of men who "enlist for a commission." It is understood, of course, that very few, if any, old soldiers compete for commissions, because they, as a rule, do not have the educational qualifications, elementary though they be. Most of the men that get commissions from the ranks are young men of moderate education who enlist with the object of getting the commission. The law provides that all vacancies existing after the West Point class has been provided for shall be held for qualified enlisted men, and that the remainder may be given to civilians. There were, November 7, 1907, 203 vacancies in the grade of second lieutenant in the Army, and 14 enlisted candidates at Fort Leavenworth competing for them.

Civilian candidates.—The same lack of enthusiasm is displayed by civilian candidates. There has been practically no competition for the vacancies caused by the artillery bill of last year. In order to fill some of the vacancies in the Coast Artillery, invitations were sent to the presidents of 125 of the principal colleges and technical schools of the country. They were informed that graduates of these schools could, if they desired it, obtain appointments as second lieutenants in the Coast Artillery. After four months had elapsed none of the schools had been heard from. Some few college graduates, however, have applied for designations, and altogether 48 civilians are now being examined at Fort Leavenworth.

A few years ago the President of the United States announced that he would give each year an appointment as second lieutenant in the Army to an honor graduate of each of the 6 leading military schools in the country. These institutions were to be selected by a careful competitive annual inspection, and to the 6 which excelled in military instruction he would give the appointments. Following the usual custom, the inspectors visited all the military schools last spring and as a result of their reports 6 were selected and the appointments were offered to the 6 honor graduates. Of the 6, only 2 accepted. Those who declined gave various excuses, to the general effect that better opportunities were offered in civil life. One of them (Norwich University, Vermont) stated specifically that while he liked military life the low pay and slow promotion offered by the Army were not sufficient to induce him to give up his prospects in civil life.

Vacancies.—The vacancies existing in the grade of second lieutenant in the Army on November 7, 1907, were as follows:

Engineers.....	18
Cavalry.....	19
Field Artillery.....	19
Coast Artillery.....	76
Infantry.....	71
Total.....	203

This is 24.5 per cent of the total number authorized for this grade. (The total number of vacancies in the grade of second lieutenant in the artillery is: Field Artillery, 66, and Coast Artillery, 207. The Army therefore needs a total of 381 second lieutenants to fill it to its full complement authorized by existing law, but under the law only 19 for the Field Artillery and 76 for the Coast Artillery can be appointed during this fiscal year.)

Medical Department.—Besides these there are 23 vacancies in the grade of first lieutenant in the Medical Department. The Surgeon-General has found it impossible to get qualified young physicians to give up their prospects in civil life to enter the Medical Department of the Army.

A comparison between these figures and corresponding ones for years past shows the following:

Statement of number of vacancies in the grade of second lieutenant in the Army.

Year.	Number authorized in grade.	Number of vacancies.	Shortage.
			<i>Per cent.</i>
January 1, 1885-1898.....	a 445	a 6.2	1.4
January 1, 1899-1906.....	a 912	a 80.0	8.7
January 1, 1907.....	912	112.0	12.0
November 3, 1907.....	1,006	381.0	37.87

a Average.

Resignations.—The increasing number of resignations each year is shown below. All resignations have been counted except those where an officer has resigned a commission in one arm to accept one in another. These have been excluded.

Resignations from the Army, grouped according to the calendar year in which they occurred.

1890-1900.....	a 8
1901-1904.....	a 23½
1905.....	25
1906.....	40

Among those resigning to accept better positions in civil life are several men recently promoted from the ranks. One case is that of a man who had only had his commission six months when he began making arrangements to resign and go into business.

In addition to the tabulated data referred to in the body of this report attention is also invited to the rates of pay of skilled and other laborers in the Government employ and the increases therein in recent years, found on page 43, and to a few reports on page 89 which are of such interest that I have included them as a whole.

Very respectfully,

JOHNSON HAGOOD,
Captain, Coast Artillery Corps.

a Average.

EXHIBIT A.

[Advertisement in The Canadian Military Gazette.]

RECRUITS WANTED FOR THE PERMANENT FORCES OF CANADA.

ENLISTMENT.

Applicants for enlistment must be bona fide British subjects of good character, unmarried, between the ages of 18 and 45, in good health, not less than 5 feet 6 for artillery and 5 feet 5 inches in height and 34 inches around the chest for other corps. They will be required to enlist for three years, and pass a medical examination before attestation.

Corps.—Cavalry, mounted rifles, field and garrison artillery, engineers, infantry, army service corps, and army medical corps.

Pay.

	Per diem.	After 3 years in rank.	After 6 years in rank.
Master gunner at headquarters.....	\$2.00	\$2.25	\$2.50
Master gunner, artillery districts.....	1.50	1.75	2.00
Sergeant-major.....	1.50	1.75	2.00
Sergeant-major, army medical corps, at headquarters.....	1.75	2.00	2.25
Ward masters, army medical corps.....	1.25	1.50	1.75
Bandmasters.....	1.50	1.75	2.00
Quartermaster-sergeants.....	1.35	1.60	1.85
Sergeants, instructors or drill sergeants.....	1.25	1.50	1.75
Sergeants, trumpeters or drummers.....	1.25	1.35	1.50
Orderly room clerks.....	(a)	(a)	(a)
Squadron or battery sergeants, major or color sergeants.....	1.25	1.35	1.50
Sergeants farrier.....	1.25	1.35	1.50
Squadron, battery, or company quartermaster-sergeant.....	1.25	1.35	1.50
Sergeants.....	1.00	1.10	1.25
Assistant ward masters, army medical corps.....	1.00	1.10	1.25
Corporals.....	.80	.90	1.05
Second corporals, engineers.....	.75	.85	1.00
Bombardiers.....	.75	.85	1.00
Acting bombardiers or lance corporals.....	.60	.70	.85
Saddlers.....	(a)	(a)	(a)
Wheelers.....			
Shoeing smiths.....			
Trumpeters, buglers, or drummers.....			
Gunnors or privates.....	.50	.60	.75
Drivers.....	.50	.60	.75
Hospital orderlies (privates).....	.60	.70	.85
Trumpeters, buglers, or drummers under 18.....	.40		
Artificers, royal Canadian artillery:			
Staff sergeants.....	1.75	1.85	2.00
Sergeants.....	1.50	1.60	1.75
Corporals.....	1.25	1.35	1.50
Bombardiers.....	.85	.95	1.10
Gunnors.....	.60	.70	.85
Machinery gunners.....	.85	.95	1.10
Engineer's pay, royal Canadian engineers:			
First-class noncommissioned officers and men.....	.50		
Second-class noncommissioned officers and men.....	.35		
Third-class noncommissioned officers and men.....	.25		
Canadian army service corps:			
Bakers.....	.50		
Butchers.....	.20		

a According to rank.

In addition, good-conduct pay for those below the rank of corporals and bombardiers as follows: Two cents per diem for first year, 3 cents per diem for second year, 4 cents per diem for third year, to be paid at termination of engagement; 5 cents per diem for fourth year, 6 cents per diem for fifth year, 7 cents per diem for sixth year, on reengagement; 7 cents per diem to continue for those reengaging. Free rations, barrack accommodation, and medical attendance.

FREE KIT ON JOINING.

1 cloth tunic.	1 tuque.
1 serge frock.	1 forage cap.
1 service jacket.	1 service cap.
1 pair cloth trousers.	2 pairs boots.
1 pair serge trousers.	1 winter cap (on joining only).
1 pair service trousers.	1 muffler (on joining only).
1 pair puttees.	1 pair mitts or gloves (on joining only).
1 cardigan waistcoat.	

And thereafter a similar issue annually, with the exception of cloth tunics, cloth trousers, forage cap, winter cap, and muffler, which will be issued triennially, with badges, etc., according to rank.

An annual allowance, after first year's service, of \$3 will be granted to each soldier to enable him to keep up his winter kit.

REGIMENTAL NECESSARIES.

Free on joining, and to be kept in serviceable order at the soldier's expense during his whole period of service, viz:

3 gray shirts.	1 tin grease.
2 knitted shirts.	1 cloth brush.
1 button brush.	1 pair shoe brushes.
1 hairbrush.	1 hold-all.
1 shaving brush.	1 spoon.
1 fork and knife.	1 comb.
1 razor and case.	1 sponge.
1 bag, waterproof.	2 pairs drawers.
1 button stick.	1 box blacking.
3 pairs socks.	2 towels.
1 pair braces.	

The actual and necessary cost of transport to ———, not, however, to exceed \$10 in any case, will be refunded to men on enlistment upon satisfactory proof of such expenditure having been incurred.

The following trades will be required for the royal Canadian engineers: Carpenters, masons, electricians, plumbers, steamfitters and helpers, bricklayers, telegraphers, locksmiths, painters, paper hangers, glaziers, joiners, cabinetmakers, plasterers, and machinists.

PENSIONS.

After twenty years' service and upwards, soldiers become entitled, on discharge, to a pension for life, varying from 30 cents to \$1.40 a day, according to rank and length of service.

Soldiers who have completed not less than fifteen years' service and are incapacitated through infirmity of mind and body, shall be entitled to retire and receive a pension for life.



A BATTALION OF INFANTRY AT DRILL. THREE COMPANIES COMBINED AS ONE.
FORT McDOWELL, CAL.



A COMPANY OF COAST ARTILLERY FORMED FOR ARTILLERY DRILL, FORT H. G. WRIGHT, N Y

EXHIBIT B.

RATES OF PAY FOR ENLISTED MEN OF THE U. S. ARMY AS NOW AUTHORIZED BY LAW.

The pay of enlisted men is made up of (a) pay proper, (b) continuous service and reenlisted pay, (c) additional pay for high qualification in target practice, etc., (d) foreign-service pay, (e) additional pay for certificate of merit, (f) extra-duty pay.

(a) PAY PROPER.

1. *Infantry, cavalry, and field artillery, and other branches having corresponding grades and pay.*

Private.....	\$13	First sergeant.....	\$25
Musician or trumpeter, cavalry.....	13	Color-sergeant.....	25
Wagoner, cavalry.....	14	Battalion quartermaster-sergeant,	
Artificer or mechanic, Field Artillery.....	15	Field Artillery.....	25
Farrier and blacksmith or saddler,		Battalion or squadron or junior ser-	
cavalry.....	15	geant-major.....	25
Corporal.....	15	Drum major.....	25
Chief mechanic, Field Artillery.....	18	Regimental or senior sergeant-	
Mechanic, Coast Artillery.....	18	major.....	34
Cook.....	18	Regimental quartermaster-sergeant..	34
Quartermaster-sergeant.....	18	Regimental commissary-sergeant....	34
Sergeant.....	18	Chief musician.....	60
Principal musician or chief trump-			
eter, cavalry and Field Artillery..	22		

2. *Additional or different grades and pay—Coast Artillery.*

Fireman.....	\$30	Electrician sergeant, first class.....	\$45
Master gunner.....	34	Engineer.....	65
Electrician sergeant.....	35	Master electrician.....	75

3. *Additional or different grades and pay—Engineers.*

Private, first class.....	\$17	Quartermaster-sergeant.....	\$34
Cook.....	20	First sergeant.....	34
Corporal.....	20	Battalion quartermaster-sergeant....	36
Sergeant.....	34	Battalion sergeant-major.....	36

4. *Additional or different grades and pay—Signal Corps.*

Private, first class.....	\$17	Sergeant, first class.....	\$45
Cook.....	20	Master signal electrician.....	75

5. *Additional or different grades and pay—Ordnance Department.*

Private, first class.....	\$17		
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6. *Additional or different grades and pay—Hospital Corps.*

Private.....	\$16	Sergeant.....	\$25
Private, first class.....	18	Sergeant, first class.....	45
Corporal.....	20		

7. *Post noncommissioned staff officers.*

Quartermaster-sergeant.....	\$34	Master signal electrician ^a	\$75
Commissary-sergeant.....	34	Electrician sergeant, ^a Coast Artil-	
Ordnance sergeant.....	34	lery.....	34
Master electrician ^a	75		

^a Included above in branch in which serving.

(b) CONTINUOUS SERVICE AND REENLISTED PAY.

1. For continuous service there is added to the pay of the grade in which serving—\$1 per month for third year, \$2 per month for fourth year, \$3 per month for fifth year, \$5 per month for sixth to tenth year, \$6 per month for eleventh to fifteenth year, \$7 per month for sixteenth to twentieth year, \$8 per month for twenty-first to twenty-fifth year, \$9 per month for twenty-sixth to thirtieth year, \$10 per month for thirty-first to thirty-fifth year. For the purpose of this increase in pay, service is regarded as continuous when a man reenlists within three months from date of discharge.

2. The pay of a man who has ever served continuously more than five years, and who reenters the service more than three months after discharge, commences with the amount paid in the fifth year of continuous service. This is reenlisted pay.

3. The monthly pay proper and continuous service and reenlisted increases are shown for representative grades at the various periods in the following table:

Grade.	Year.								
	First and second.	Third.	Fourth.	Fifth.	Sixth to tenth.	Eleventh to fifteenth.	Sixteenth to twentieth.	Twenty-first to twenty-fifth.	Twenty-sixth to thirtieth.
INFANTRY, CAVALRY, AND FIELD ARTILLERY.									
Private.....	\$13	\$14	\$15	\$16	\$18	\$19	\$20	\$21	\$22
Corporal.....	15	16	17	18	20	21	22	23	24
Sergeant.....	18	19	20	21	23	24	25	26	27
First sergeant.....	25	26	27	28	30	31	32	33	34
Battalion sergeant-major.....									
Regimental noncommissioned staff officer.....	34	35	36	37	39	40	41	42	43
ADDITIONAL GRADES—COAST ARTILLERY.									
Fireman.....	30	31	32	33	35	36	37	38	39
Master gunner.....	34	35	36	37	39	40	41	42	43
Electrician sergeant.....	35	36	37	38	40	41	42	43	44
Electrician sergeant, first class.....	45	46	47	48	50	51	52	53	54
Engineer.....	65	66	67	68	70	71	72	73	74
Master electrician.....	75	76	77	78	80	81	82	83	84
ADDITIONAL GRADES—ENGINEERS.									
Private, first class.....	17	18	19	20	22	23	24	25	26
Corporal.....	20	21	22	23	25	26	27	28	29
Sergeant and first sergeant.....	34	35	36	37	39	40	41	42	43
Battalion sergeant-major.....	36	37	38	39	41	42	43	44	45
Quartermaster-sergeant.....									
HOSPITAL CORPS.									
Private.....	16	17	18	19	21	22	23	24	25
Private, first class.....	18	19	20	21	23	24	25	26	27
Corporal.....	20	21	22	23	25	26	27	28	29
Sergeant.....	25	26	27	28	30	31	32	33	34
Sergeant, first class.....	45	46	47	48	50	51	52	53	54
SIGNAL CORPS.									
Private, first class.....	17	18	19	20	22	23	24	25	26
Sergeant, first class.....	45	46	47	48	50	51	52	53	54
Master signal electrician.....	75	76	77	78	80	81	82	83	84
ORDNANCE DEPARTMENT.									
Private, first class.....	17	18	19	20	22	23	24	25	26
Post noncommissioned staff:	34	35	36	37	39	40	41	42	43
Quartermaster-sergeant.....									
Commissary-sergeant.....									
Ordnance sergeant.....									
Chief musician.....	60								

(c) ADDITIONAL PAY PER MONTH FOR HIGH QUALIFICATION IN TARGET PRACTICE, ETC.

Infantry and cavalry:

For a qualified marksman.....	\$1
For a qualified sharpshooter.....	2
For a qualified expert rifleman.....	3

Artillery:

For a qualified gunner, second class.....	1
For a qualified gunner, first class.....	2

Coast Artillery:

For casemate electricians, observers, first class, and plotters	9
For chief planters, chief loaders, observers, second class, gun commanders and gun pointers.....	7

In the infantry, cavalry, and field artillery no limit is placed on the number of enlisted men that may receive additional pay as indicated, except the natural limit incident to regular qualification as a requisite. In the Coast Artillery limits are established by law as follows:

Casemate electricians.....	44	Chief loaders.....	44
Observers, first class.....	170	Observers, second class.....	170
Plotters.....	170	Gun commanders.....	378
Chief planters.....	44	Gun pointers.....	378

(d) FOREIGN-SERVICE PAY.

The pay of the enlisted man serving beyond the continental limits of the United States proper, excepting in Porto Rico and Hawaii, is increased 20 per cent. This increase accrues on additional pay for continuous service, for high target qualification, etc.

(e) ADDITIONAL PAY FOR CERTIFICATE OF MERIT.

A certificate of merit granted to enlisted men for distinguished service entitles him to \$2 per month additional, while in the Army, whether on the active or retired list.

(f) EXTRA-DUTY PAY.

Enlisted men detailed to perform specific and regular services, not military, may receive extra compensation therefor in time of peace, and they are not entitled to increase for foreign service. The extra compensation authorized for men thus regularly detailed on extra duty is 35 cents for laborers, teamsters, clerks, etc.; 50 cents for mechanics, artisans, and school-teachers, and 25 cents to \$1 for bakers.

EXHIBIT C.

CHARACTER OF SERVICE IN FOREIGN ARMIES.

Country.	Character of service.
Argentina.....	Compulsory for 25 years; 20 to 45 years of age; 8 years in line and reserve; 12 years in national guard; 5 years in territorial guard.
Austria-Hungary.....	Compulsory for 23 years; 19 to 42 years of age.
Belgium.....	Voluntary, to be supplemented by compulsory when necessary. The plan is not satisfactory and the army is short of its proper strength. Eight years in ranks; 5 years in reserves.
Bolivia.....	Liable for 30 years if called; 20 to 50 years of age; no voluntary enlistments.
Brazil.....	Compulsory, but conscription is not put into operation and army is about one-half nominal strength.
Bulgaria.....	Compulsory from 18 to 46 years of age.
Canada.....	Militia; liable to service from 18 to 60 years of age.
Chile.....	Compulsory from 18 to 45 years of age; 1 year with colors; 9 years first reserve; remainder, second reserve.
Colombia.....	All able-bodied men liable; has about 5,000 men, some of whom work on roads.
Costa Rica.....	All between 18 and 50 years of age may be required to serve; has about 1,000.
Denmark.....	Army is a national militia; all liable from 18 to 38 years of age; generally called at 22, serving 8 years with army and 8 years with reserve.
Ecuador.....	Compulsory from 18 to 32 years of age in army and from 32 to 45 years of age in national guard.

Character of service in foreign armies—Continued.

Country.	Character of service.
England.....	Voluntary; 7 years in ranks, 5 years in reserve; 80,000 recruits required annually but only about 60,000 obtained. In 1905 the army was composed as follows: 194,745 English, 20,388 Scotch, 27,785 Irish, 9,271 born in India and the colonies, 557 foreigners, 2,002 not reported.
France.....	Compulsory and universal to fullest extent, from 20 to 45 years of age; 2 years in army, 11 years in first reserve; remainder of time in territorial reserve.
Germany.....	Compulsory and universal, from 17 to 45 years of age.
Greece.....	Compulsory and universal; is in a state of transition.
Italy.....	Compulsory and universal; modeled after Germany.
Japan.....	Compulsory and universal; from 17 to 40 years of age.
Mexico.....	Voluntary for periods of 3, 4, and 5 years, supplemented by conscription which falls on poorer classes.
Montenegro.....	Tribal militia.
Netherlands.....	A modified militia, partly voluntary, partly compulsory.
Norway.....	A national militia; service compulsory and universal from 18 to 50 years of age.
Paraguay.....	Has about 1,000 men as internal police.
Persia.....	Oriental type, irregularly recruited.
Peru.....	Has 4,000 men; is reorganizing under French officers.
Portugal.....	Recruited by conscription, not universal; exemption can be purchased; conscripts join at 20 years of age and serve as follows: 3 years in ranks, 5 years in first reserve, 7 years in second reserve.
Roumania.....	Compulsory and universal; liable from 21 to 46 years of age; 3 years in army, 6 years in reserve of active army, etc.
Russia.....	Compulsory and universal; liable from 21 to 43 years of age.
Servia.....	Compulsory and universal; liable from 18 to 50 years of age; recruits generally join at 21.
Spain.....	Compulsory by conscription; exemption may be purchased; service is 6 years—3 years with colors, 3 years with reserve; after this, second reserve.
Sweden.....	In state of transition; partly voluntary enlistments, partly feudal militia.
Switzerland.....	Militia, compulsory and universal; small portion permanent.
Turkey.....	Theoretically compulsory on Moslems; is being Europeanized.

EXHIBIT D.

**COMPARATIVE SALE PRICES OF SUBSISTENCE STORES FOR
NOVEMBER, 1899, AND NOVEMBER, 1907, AND THE PER CENT
OF INCREASE DURING THE NINE YEARS:**

	1899.	1907.	Increase.
	Cents.	Cents.	Per cent.
Apples.....can..	8.5	10.84	27½
Apples, evaporated.....pound..	8	10.84	31
Bacon, breakfast.....do..	11.47	20	74
Bacon, issue.....do..	8.19	12.53	53
Baking powder.....do..	35	37.6	07
Beef, fresh.....do..	5.67	6.33	11½
Beef, corned.....can..	15½	24.79	58½
Beef, sliced.....do..	^a 14½	20	39½
Beans, white.....pound..	2.23	3.1	39
Beans, baked.....can..	5½	9.5	69
Butter.....pound..	24	30	25
Cheese, American.....do..	11.8	16	36
Chocolate, plain.....do..	^a 25.4	31	22
Cinnamon, ground.....do..	65	85	31
Cloves, ground.....do..	22	40	80
Cocoa, breakfast.....do..	^a 31	36.7	15
Coffee, green.....do..	8.75	11.5	33
Coffee, roasted and green.....do..	13	17.7	36
Corn, green.....can..	6½	8.5	34
Corn meal.....pound..	1.5	1.97	31
Flour, issue.....do..	2.16	2.75	27
Flour, family.....do..	2.3	2.89	25½
Ham, sugar cured.....do..	13	18	38½
Hominy, ground.....package..	4.5	5.24	16
Jelly, currant.....can..	27	33½	23
Lard, 5-pound.....do..	33½	67.5	100
Milk, malted.....bottle..	36.5	56.66	58
Macaroni.....pound..	4.5	6	33
Mushrooms.....can..	19	22.5	13
Nutmegs.....pound..	45.5	62	36
Oatmeal.....package..	6.25	8.7	39

^a Earliest record, 1903.

Comparative sale prices of subsistence stores, etc.—Continued.

	1899.	1907.	Increase.
	Cents.	Cents.	Per cent.
Olive oil.....bottle..	45	50	11
Olives.....do.....	37.5	55	46
Onions.....pound.....	1.5	1.97	31
Paper, toilet.....package..	5	6	20
Peaches.....can.....	20	26.7	33½
Peaches, evaporated.....pound..	8	13.8	72½
Peas, American.....can.....	8.25	12.75	54
Peas, split.....pound.....	1.94	3.28	69
Pepper, black.....do.....	16.75	20	19
Pickles, cucumber.....gallon..	16.49	30	82
Pickles, gherkins.....bottle..	20	28	40
Potatoes, fresh.....pound.....	0.98	1.47	33
Prunes.....do.....	5½	6.6	23
Rice.....do.....	4.6	6.55	42
Sardines.....can.....	15	24	60
Salmon.....do.....	7.95	13.2	40
Syrup, maple.....do.....	37.5	63.25	40
Soap, laundry.....pound.....	2.93	4.29	46
Starch, corn.....do.....	5.81	7.4	27
Starch, laundry.....do.....	5	7	40
Tapioca.....do.....	5.37	8.75	62
Tea, E. B.....do.....	54	63	16
Tomatoes.....can.....	6½	9.25	34½
Towels, huck.....number..	17	26.25	54
Towelings.....yard.....	7.25	9.75	34
Vinegar.....gallon.....	9.75	14.75	51

a Earliest record, 1903.

EXHIBIT E.

COMPARISON BETWEEN THE PAY OF ENLISTED MEN IN
BRITISH AND AMERICAN ARMIES.

[From Maj. John H. Beacom, military attaché, London, England, No. 437, date February 17, 1905.]

In America one frequently hears it asserted that "the American soldier is the best-paid soldier in the world," and in support of that assertion the pay of a private of infantry in various armies is generally stated to be about as follows:

United States.....	\$13.00
Great Britain.....	7.14
Germany.....	2.50
France.....	1.70
Austro-Hungary.....	.73
Japan.....	.60
Russia.....	.12

It is an old saying that figures can not lie, but it is not a true one. If the above figures are to be taken literally (and it is evidently the intention of those who publish them without remark that they should be taken literally), we must conclude that the American soldier is about twice as well off as the British soldier, and about twenty-two times as well off as the Japanese. In other words, the condition of the Japanese soldier is as much inferior to that of the American soldier as the condition of the American soldier would be to that of the Japanese if the latter got \$281 gold per month. No allowance is made for the difference in purchasing power of the gold dollar in these various countries; and no notice is taken of the fact that in Great Britain and America military service is voluntary, while in the other countries it is compulsory, and that therefore no comparisons, as regards pay, can properly be made between these two groups.

To publish the above figures without comment may assist recruiting in America, but it is not quite fair to the enlisted men nor to the people generally.

Whether military service in any particular country should be voluntary or compulsory is not a question of morals, but of necessity. It is the undoubted right, and perhaps it is the duty, of the State to require the children of the country to attend the public schools, that they may be better prepared as individuals to earn a living and to do something to enhance the prosperity and the power of the State. But nobody expects the State to pay the children while attending the school.

It may be necessary, in order to complete the education of the individual and to insure the preservation of the State, to supplement the training of the schools with a period of military training, and if so, the members of this training school should not expect to receive pay from the State, at least not as much as they could earn in civil pursuits. The countries above enumerated, with the exception of the United States and Great Britain, are of this class, and the pay of the soldier undergoing his training in the great national school must not be looked upon as a full wage, but rather as a gratuity to meet some of his small wants, which in the earlier periods of his training were met by his parents.

PAY OF THE AMERICAN AND BRITISH SOLDIER COMPARED.

The only soldier, then, with whom the American soldier should be compared as regards to pay is the British soldier. But it is not easy to say just what the pay of the British soldier is, as it is made up of regimental pay, good-conduct pay, service pay, etc. Good-conduct pay, under certain conditions, merges into service pay, and service pay varies according to the "efficiency" rating of the man. To simplify the problem, I shall use the figures which the experts have arrived at as "a fair average."

In considering the pay of privates in the two armies, I shall first consider the first two years of service, as this is looked upon in both services as a species of apprenticeship. Then I shall consider the third year, as the first increment of pay in both services begins with this year.

I shall assume that the corporals are in the fourth year of service, sergeants in the sixth, first sergeants in the eighth, and regimental quartermaster-sergeants and sergeant-majors in the tenth year of service, which I believe to be fair. I shall take into consideration only the infantry, cavalry, and artillery, but as they constitute the great bulk of the army it can not be said that our conclusions are drawn from narrow premises. The great majority of recruits for these three arms are drawn from the same class of labor, the unskilled labor; but if we were to consider the special-service corps we would have to enter, to a certain extent, into the field of skilled labor, which would complicate the investigation without modifying in any great measure the conclusions to be drawn from our data.

After ascertaining the facts concerning the pay of the above classes of enlisted men we will be prepared to determine the real question involved, viz., Which is the better off in comparison with men of his class in his own country in civil life, the American or the British soldier?

It is generally believed, both in Great Britain and America, that the American soldier is very much better paid than the British soldier, and it seems a little remarkable in face of the facts that we shall array against this belief that the truth of it should never have been questioned.

Monthly pay of enlisted men of infantry, cavalry, and artillery.

	United States.	Great Britain.	
		British currency.	United States currency.
<i>Privates, first and second year of service.</i>			
Infantry: ^a		£ s. d.	
Regimental pay first year.....	\$156.00	15 19 6	
Regimental pay second year.....	156.00	18 5 0	
Deferred pay first and second years, received on discharge.....		2 0 0	
Total.....	312.00	36 4 6	
Average monthly pay first and second year.....	13.00	1 10 2	\$7.34
Cavalry, ^b calculated as above.....	13.00	1 15 3	8.58
Artillery, ^c calculated as above.....	13.00	1 18 5	9.34
Average monthly pay of these services for first and second years ^d	13.00	1 11 11	7.76

^a This is for the infantry of the line. The guards get better pay. The pay for the first year is given in the pay tables as the same as for the second year, but as 3d per day is deducted for groceries during first six months, I have deducted this amount from his pay.

^b This is for cavalry of the line. Household cavalry get much better pay.

^c This is for garrison, mountain, and field artillery. Horse artillery get better pay.

^d Calculated on basis of 7 infantrymen to 1 cavalryman and 2 artillerymen.

Monthly pay of enlisted men of infantry, cavalry, and artillery—Continued.

	United States.	Great Britain.	
		British currency.	United States currency.
<i>Privates, third year of service.</i>			
Infantry:		£ s. d.	
Regimental pay.....	\$68.00	18 5 0	
Service pay ^a		7 12 1	
Deferred pay (on discharge).....		1 0 0	
Total.....	168.00	26 17 1	
Monthly pay third year.....	14.00	2 4 9	\$10.89
Cavalry, calculated as above.....	14.00	2 9 10	12.13
Artillery, calculated as above.....	14.00	2 11 1	12.43
Average.....	14.00	2 6 6	11.31
<i>Corporals, fourth year of service.</i>			
Infantry, calculated as above.....	17.00	3 7 7	16.44
Cavalry, calculated as above.....	17.00	3 17 8	18.90
Artillery, calculated as above.....	17.00	4 12 11	22.61
Average.....	17.00	3 13 8	17.92
<i>Sergeants, sixth year of service.</i>			
Infantry, calculated as above.....	23.00	4 8 10	21.61
Cavalry, calculated as above.....	23.00	4 19 0	24.09
Artillery, calculated as above.....	23.00	4 14 11	23.09
<i>First sergeants, eighth year of service. ^b</i>			
Infantry, calculated as above.....	30.00	5 9 2	26.57
Cavalry, calculated as above.....	30.00	7 9 8	36.42
Artillery, calculated as above.....	30.00	6 19 7	33.96
Average.....	30.00	5 19 4	29.04
<i>Regimental quartermaster-sergeants, tenth year of service.</i>			
Infantry, calculated as above.....	40.00	6 19 7	33.96
Cavalry, calculated as above.....	40.00	7 9 8	36.42
Artillery, calculated as above.....	40.00	7 4 7	34.45
Average.....	40.00	7 1 7	34.45
<i>Regimental sergeant-majors, tenth year of service. ^c</i>			
Infantry, calculated as above.....	40.00	8 9 10	41.33
Cavalry, calculated as above.....	40.00	8 19 11	43.78
Artillery, calculated as above.....	40.00	9 15 2	47.48
Average.....	40.00	8 15 10	42.79

^a Service pay is issued to men of 2 or more years' service who have enlisted or extended for more than 3 years' service with the colors. The daily rates are: Class I, efficient, 6d; Class II, efficient, 4d, with an additional 1d for good conduct after 5 years' total service. In these calculations the rate has been taken at 5d.

^b The first sergeant of a company of infantry, British service, is called color sergeant; of a squadron of cavalry, and battery of artillery, sergeant-major.

^c Warrant officer in British service.

We will now assemble these results so as to get a bird's-eye view of them:

	United States.	Great Britain.	
		British currency.	United States currency.
Regimental sergeant-majors.....	\$40.00	£ s. d. 8 15 10	\$42.79
Regimental quartermaster-sergeants.....	40.00	7 1 7	34.45
First sergeants.....	30.00	5 19 4	29.04
Sergeants.....	23.00	4 14 11	23.09
Corporals.....	17.00	3 13 8	17.92
Privates, third year.....	14.00	2 6 6	11.31
Privates, first and second year.....	13.00	1 11 11	7.76

These are the facts concerning pay, but as the soldiers of the two countries do not compete with each other as regards pay, but each competes with the class of labor from which he comes, we are not prepared to say which is the better off until we determine the relative advantages and disadvantages of the unskilled laborer in the two countries. To do this we must consider two things: (1) The wages paid unskilled laborers in Great Britain and America; (2) the purchasing power of a unit of gold in these two countries.

This leads to many calculations and to much trouble, but as these are important steps in the discussion, I deem it necessary to sketch briefly the method followed, even at the risk of becoming tiresome.

EARNING POWER.

The various publications of the London Board of Trade and of the Bureau of Labor, Washington, give pretty complete data relating to wages and hours of labor, prepared by the labor experts in the two countries, and I conclude from a comparative study of these data that—

The earning power of unskilled labor in Great Britain is to the earning power of unskilled labor in America as 3 is to 5.

The ratio 3 to 5 is based on "wages per hour," but if it were based on "weekly earnings" it would be still higher, as the American laborer works more hours per week than the British laborer. If it were skilled labor we were considering, this ratio would be higher still.

PURCHASING POWER.

As regards the purchasing power of a unit of gold in Great Britain and America for those things that may be regarded by the unskilled laborer as necessities, the data at hand are so incomplete that it is even more difficult to demonstrate the relative purchasing power than the relative earning power, but my conclusion is that the purchasing power of a unit of gold in America when applied to workingmen's wants is greater than in Great Britain and consequently that the "cost of living" is less.

It is generally assumed that the cost of living in America, even for the laborer, is more than it is in Great Britain, but this is a mistake. It is true that the American laborer spends more than the British laborer, but that is not due to a difference in the cost of the articles in the two countries but to the difference in the scale of living adopted by the two men.

For the purpose of making comparisons, the "cost of living" is usually taken to be the aggregate cost of food, rent, clothing, and fuel and light, and in the calculations each is given a "weight" in accordance with its relative importance, determined by average consumption. The "weights" used in these calculations are shown below:

	Weight in—	
	Great Britain.	The United States.
Food.....	7	6.8
Rent.....	2	2.2
Clothing.....	2	2.2
Fuel and light.....	1	.8
Total.....	12	12.0

Food.—In the calculations concerning food, only the following items are considered: Bread and flour, meat (including beef, mutton, pork, veal, and sausage), bacon, fresh milk, cheese, butter, tea, and sugar.

The retail prices of these articles in Great Britain and America, expressed in American cents and the weights given them in the United States, are shown below:

	Price in—		Weight in the United States.
	Great Britain.	United States.	
Bread and flour.....pound..	2.68	2.46	11
Meat.....do.....	16.47	13.40	30
Bacon.....do.....	16.67	12.47	5
Fresh milk.....quart..	6.16	6.10	8
Cheese.....pound.....	15.66	16.38	1
Butter.....do.....	26.02	24.56	11
Tea.....do.....	45.00	50.00	2
Sugar.....do.....	4.42	5.87	6

The British weights should differ slightly from the American, but apparently they have not been determined.

The conclusion to be drawn from the above prices and weights is that if the food of a British laborer costs him 100, that of the American will cost him only 89.

Rentals.—It is scarcely possible to make comparisons between the rentals in the two countries, and I do not attempt to do so, but it is probable that a "unit of house accommodation" would cost a little more in America than in Great Britain.

Clothing.—It is also difficult to arrive at a definite conclusion on the subject of clothing, but it is probable that a "unit of clothing power" costs a little more in America than in Great Britain.

Fuel and light.—The relative cost of fuel and light is more nearly determinable and the conclusion is that the American laborer pays a little less for a "unit of fuel and light" (weight for fuel being 5 and for light 1) than the British laborer pays.

The relative cost of food as shown above is as 100 is to 89, and I believe the relative cost of the other items in the "cost of living" is fairly expressed by the "weights" given to these in Great Britain and America, namely: Rent in Great Britain 2, in America 2.2; clothing in Great Britain 2, in America 2.2; fuel and light in Great Britain 1, in America 0.8.

With this assumption we are able to arrive at the following conclusions: The cost of living in Great Britain is to the cost of living in America as 10 is to 9.

As this article is intended for American consumption, I shall convert the pay of the British soldier, treating it as wages, into what would be its American equivalent, were he serving in America and competing with the American instead of the British laborer. To do this, I use the multiplier $\frac{5}{3}$ deducted from a comparison of the earning power of the unskilled laborer in the two countries. The result as shown below expresses in cold figures the relative advantages of the two services as regards pay or wages:

	Pay of United States sol- dier.	American equivalent of pay of British soldier.
Regimental sergeant-majors.....	\$40.00	\$71.35
Regimental quartermaster-sergeants.....	40.00	57.45
First sergeants.....	30.00	48.40
Sergeants.....	23.00	38.50
Corporals.....	17.00	29.90
Privates, third year.....	14.00	18.85
Privates, first year.....	13.00	12.95

But we have yet to apply to the above figures, expressing the American equivalent of the pay of the British soldier, our conversion factor $\frac{10}{9}$ in order to determine the purchasing power of these amounts, assuming that they were to be spent in America instead of in Great Britain. The resulting columns of figures express mathematically the financial condition of the two soldiers after "earning power" and "purchasing power" in the two countries have been introduced into the pay tables with which we started.

	Financial condition of—	
	American soldier.	British soldier.
Regimental sergeant-majors.....	40	79
Regimental quartermaster-sergeants.....	40	63
First sergeants.....	30	53
Sergeants.....	23	42
Corporals.....	17	33
Privates, third year.....	14	20
Privates, first year.....	13	14

Is there any longer any doubt as to which is the better off in comparison with men of his class in his own country in civil life?

COMMENT.

These figures, unlike those with which we started, tell the truth. I do not claim that it is the exact truth, for of the infinite number of facts that enter into a problem of this character we have only considered a few; but the ones we have chosen are the dominant ones.

The man who may wish to make a better showing for the American soldier than I have made may take exception to some of the above data. For instance, he may point out that all British soldiers do not get service pay in the third year. That is so; but all long-service men, if efficient, get it, and none but long-service men are now being enlisted, and all short-service men (three-year men) who elect to extend their service, get it if efficient. Whether a short-term man draws it or not depends on his willingness to extend his service and on his efficiency. About one-half of the army now draw it, and under present arrangements the percentage of men drawing service pay will continue to increase. If we were to take an average, it would reduce the pay of the third year from \$18.85, as above stated, to \$16.31.

Under certain circumstances a British soldier is charged for medical treatment, whereas the American soldier gets free treatment under all circumstances, even when the illness is due to his own fault. But this is an indefinite quantity and does not amount to much in the aggregate and has not been included in the calculations.

It may be claimed that as the majority of the soldiers are not married men we should not have considered the cost of living, because the soldier's food, house, clothing, and fuel and light are all provided for him, and consequently that his pay should not have been considered as wages, but as savings. This is partially true; but as a good many of the soldiers are married the cost of living has been included in the calculations.

It may also be argued that in determining the cost of living the rents and cost of clothing in America have been put too low. It may be; but if so, then the error (if it be an error) made by including the cost of living would be correspondingly diminished.

I do not think it will be claimed that any readjustment of rentals and cost of living would be sufficient to put the cost of living in America higher than it is in Great Britain; so whether we include or exclude the cost of living will not alter the general conclusion.

Another claim that might be advanced is the usual one that the American soldier is better fed, better housed, and better clothed (not better dressed) than the British soldier of equal rank, and in these respects I think he has a little the best of it. But the food and clothing and shelter in both services are supposed to be sufficient, and to be suited to the climatic conditions under which the men serve, and if we compare the food, shelter, and clothing of the two soldiers with the food, clothing, and shelter of men of their own class in civil life we will not find that either has any great advantage over the other.

On the other hand, the man who wishes to make a better showing for the British soldier than I have made may invite attention to the fact that the British foot and horse guards, who are highly paid, have not been included in the calculations, and he may argue that if these and the horse artillery, the engineers, and the hospital corps had been included, a much better showing would have been made for the British soldier. He may invite attention to the fact that all warrant officers are allowed to marry; that 50 per cent of the sergeants and from 3 to 7 per cent of the lower grades are allowed to marry, and that the families of married soldiers are allowed barrack accommodations or lodging allowances, and that when the emergencies of the service require the separation of a married soldier from his family, a separation allowance is granted to them (his wife and each girl under 16 and boy under 14) varying according to the status of the soldier. He may quote the British regulations to show that it is not necessary for the soldier to serve the very long period of thirty years, as he must do in the American Army, before he is entitled to pension for length of service, but that he acquires such right after twenty-one years.

Other things—many other things—both pro and con might be brought forward, but they would not alter the conclusion that we are forced to draw from the above figures, namely, that the American soldier is the worst paid volunteer soldier in the world.

EXHIBIT F.

RATES OF PAY OF THE POLICE FORCE OF VARIOUS CITIES OF THE UNITED STATES, CANADA, AND CUBA, AND THE INCREASES THAT HAVE BEEN MADE THEREIN IN RECENT YEARS.

New York City, N. Y.

1832:		
	Captains.....	per night.. \$1.87
	Assistant captains.....	do..... 1.50
	Watchmen.....	do..... 1.00
1843:		
	12 captains.....	do..... 2.25
	24 assistant captains.....	do..... 1.75
	976 watchmen.....	do..... 1.00
1853:		
	20 captains.....	per annum.. 1,000.00
	40 lieutenants.....	do..... 800.00
	79 sergeants and policemen.....	do..... 700.00
	Doormen.....	do..... 600.00
1864:		
	32 captains.....	do..... 1,500.00
	120 sergeants.....	do..... 1,200.00
	1,692 patrolmen.....	do..... 1,000.00
	64 doormen.....	do..... 800.00
1880:		
	Captains.....	do..... 1,800.00
	Sergeants.....	do..... 1,250.00
	Patrolmen—	
	Third grade.....	do..... 800.00
	Second grade.....	do..... 900.00
	First grade.....	do..... 1,000.00
1884:		
	Captains.....	do..... 2,000.00
	Sergeants.....	do..... 1,600.00
	Patrolmen—	
	Third grade.....	do..... 1,000.00
	Second grade.....	do..... 1,100.00
	First grade.....	do..... 1,200.00
1907:		
	Captains.....	do..... 2,750.00
	Lieutenants.....	do..... 2,000.00
	Sergeants.....	do..... 1,500.00
	Patrolmen—	
	Seventh grade.....	do..... 800.00
	Sixth grade.....	do..... 900.00
	Fifth grade.....	do..... 1,000.00
	Fourth grade.....	do..... 1,150.00
	Third grade.....	do..... 1,250.00
	Second grade.....	do..... 1,350.00
	First grade.....	do..... 1,400.00

Retirements.—After twenty-five years' service, if 55 years of age, one-half rate of compensation; after twenty years' service, on certificate of surgeons (physical disability) one-half rate of compensation; for physical disability (in performance of duty), if less than twenty years' service, not more than one-half rate of compensation.

Washington, D. C.

	1861.	1871.	1881.	1891.	1901.	1907.
Major and superintendent	\$1,740	\$2,610	\$2,610	\$3,320	\$3,320	\$4,000
Assistant superintendent						2,500
Inspector				1,500	1,500	1,800
Captain	1,200	1,800	1,800	1,800	1,800	1,500
Lieutenant	840	1,380	1,200	1,320	1,320	1,320
Sergeant	780	1,290	1,140	1,140	1,140	1,250
Private	720	1,200				
Private, class 1			900	900	900	900
Private, class 2			1,080	1,080	1,080	1,080
Private, class 3						1,200

Members of the force are required to furnish their own uniforms, costing \$14.65 for summer wear and \$32.95 for winter. They must also furnish helmets at \$2.50 each, and mounted men their own horses, with \$240 a year extra pay for forage and keep.

Montreal, Quebec.

Chief of police	per annum ..	\$3,500
Quartermaster	do	1,600
Inspectors	do	1,600
Captains	do	850
Lieutenants	do	800
Constables, first year	do	600
Constables, second and third years	do	650
Constables, over three years' service	do	700
Patrol sergeants	do	775
Chief of detectives	do	2,750
Sergeant of detectives	do	1,400
Detectives, first class	do	1,025
Detectives, second class	do	925
Patrol operators	do	750
Matron	do	520

Chicago, Ill.

	1884.	1903.	1906.
Police patrolmen	\$1,000	\$1,100	\$1,200

New Orleans, La.

	1899.	1905.	1907.
Captains	\$1,000	\$1,320	\$1,320
Sergeants	840	960	960
Corporals	720	780	840
Patrolmen	600	720	780

Kansas City, Mo.

	1897.	1907.
Chief of police	\$3,000	\$3,000
Inspector, who is chief of detectives	1,800	2,400
Captains	1,200	1,500
Lieutenants	1,080	1,200
Detectives	960	1,080
Sergeants	960	1,080
Patrolmen	900	960
Probationary patrolmen	720	720

Baltimore, Md.

	1857.	1864.	1865.	1907.
All patrolmen.....per week..	\$10	\$14	\$18	\$20

In 1850 watchmen received \$1.75 per night, and day police \$500 per annum.

Buffalo, N. Y.

	1863.	1865.	1880.	1889.	1896.
Captain.....	\$600	\$800	\$1,100	\$1,200	\$1,400
Patrolmen.....	500	700	800	900	900

In 1896 three grades of patrolmen were established: First grade at \$900, second grade at \$800, and the third grade at \$720 per annum. Bill is pending to increase salaries.

St. Louis, Mo.

	1854.	1861.	1887.	1899.
Policemen.....per month..	\$36.00	\$75.00	\$83.33	\$90.00

Pittsburg, Pa.

	1854.	1878.	1887.	1903.
Watchmen.....per night..	\$1.00			
Patrolmen.....per day..		\$2.00	\$2.50	\$3.00

About the year 1895 the council passed an ordinance increasing the pay of patrolmen \$30 a year in addition to their regular pay, for pension-fund purposes; in 1906 this amount was increased to \$50 per year. An ordinance passed this spring grants a two weeks' vacation to each patrolman with pay.

Newark, N. J.

	1863.	1907.
Chief.....	<i>Per year.</i> \$1,000.00	<i>Per year.</i> \$3,000.00
Captain.....	950.00	2,400.00
Lieutenant or sergeant.....	800.00	1,400.00
Round sergeant or roundsman.....	<i>Per day.</i> 1.87½	1,300.00
Detective sergeant.....		1,400.00
Detective.....	1.87½	1,300.00
Patrolman.....	1.62½	
First year.....		900.00
Second year.....		1,000.00
Third year.....		1,100.00
Fourth year.....		1,200.00

San Francisco, Cal.

	Prior to 1900.	1900.
Captain.....per month..	\$150	\$200
Lieutenant.....do...	140	140
Detective sergeant.....do...	125	150
Patrol sergeant.....do...	125	125
Corporal.....do...	115	115
Patrolman.....do...	100	100

There is a proposition before the people, to be voted on this coming election, which, if carried, will raise lieutenants to \$160 and sergeants to \$140.

Havana, Cuba.

Chief of police	per month..	\$400.00
Assistant to the chief of police	do....	250.00
Adjutant to the supervisor	do....	200.00
Adjutant to the chief	do....	200.00
Secretary	do....	175.00
Auditor	do....	175.00
Lieutenant, instructor of recruits	do....	150.00
Lieutenant, second assistant to the chief	do....	150.00
Lieutenant, paymaster	do....	150.00
Lieutenant, assistant auditor	do....	150.00
Captains in command of police stations	do....	150.00
Lieutenants on duty at stations	do....	150.00
Sergeants	do....	83.00
Policemen, first class	do....	60.00
Policemen, second class	do....	55.00
Policemen, third class	do....	52.50
Urban guards, mounted	do....	44.00
Urban guards, dismounted	do....	39.90

Boston, Mass.

	1857-58.	1867-68.	1877-78.	1887-88.	1897-98.	1906-7.
	<i>Per day.</i>	<i>Per day.</i>	<i>Per day.</i>	<i>Per annum.</i>	<i>Per annum.</i>	<i>Per annum.</i>
Patrolmen	\$2.00	\$3.00	\$3.00	\$1,000-\$1,200	\$1,000-\$1,200	\$1,000-\$1,200
Detectives	2.50	3.50	3.25	1,400	1,400	1,400
Sergeants		3.25	3.50	1,600	1,600	1,600
Lieutenants			4.00	2,000	2,000	2,500
Captains		4.00				

At present patrolmen get \$1,000 for the first, \$1,100 for the second, and \$1,200 for their third and subsequent years of service, while reservemen get in the first year \$2 per day, \$2.25 in the second, and \$2.50 in the third and subsequent years.

Milwaukee, Wis.

	Prior to 1887.	1887.	1893.	1907.
Patrolmen	per month..	\$66.66		
First year	do....	\$58.33	\$70.00	\$80.00
Second year and thereafter	do....	66.66	80.00	80.00
Third year and thereafter	do....	75.00		90.00
Sixth year and thereafter	do....			95.00

Indianapolis, Ind.

	1875.	1879.	1891.	1907.
Policemen	per day..	\$1.75	\$2.00	\$2.25
			\$2.25	\$2.50

An ordinance is now being considered which, if passed, will increase the salary to \$2.75 per day.

Louisville, Ky.

	1897.	1907.
Patrolman	per day..	\$2.25
		\$2.50

Cleveland, Ohio.

	1866.	1877.	1887.	1897.	1907.
Patrolman:					
First year	per year..	\$800	\$825	\$840	\$780
Second year	do....		1,000	840	840
Third year	do....			900	1,104
Fourth year	do....			960	
Fifth year	do....			1,000	

EXHIBIT G.

RATES OF PAY OF SKILLED AND OTHER LABORERS IN THE GOVERNMENT EMPLOY AND INCREASES THEREIN IN RECENT YEARS.

EMPLOYEES OF THE UNITED STATES ENGINEER DEPARTMENT ON RIVER, HARBOR, AND FORTIFICATION WORK.

Seattle, Wash.

	1889 and 1892.	1896.	1900.	1907.
Laborers, common.....per day..	\$1.75	\$1.60	\$2.00	\$2.40
Laborers, skilled.....do.....	2.00	1.75	2.50	3.00
Carpenters.....do.....	2.25	2.40	3.00	4.00
Cement workers.....do.....		2.60	3.50	4.50
Enginemen.....do.....	2.50	2.00	3.00	3.50
Foremen.....do.....	2.75	2.00	3.00	3.50

Memphis, Tenn.

	1883.	1890.	1900.	1907.
Laborers.....per day..	\$1.00 to \$1.50	\$1.00	\$1.20	\$1.50
Carpenters.....do.....	2.50 to 3.00	\$2.40 to 2.60	2.60	3.60
Blacksmiths.....do.....	2.50	2.00 to 2.40	^a 70.00	\$3.00 to 3.25
Engineers.....per month..	75.00 to 90.00	75.00 to 100.00	\$75.00 to 100.00	75.00 to 100.00
Steamboat mates.....do.....	60.00	60.00	60.00 to 75.00	75.00
Machinists.....per day..	2.50	2.25 to 2.40	2.50	^a 75.00
Timekeepers.....per month..	60.00	65.00	75.00	90.00
Calkers.....per day..	3.50	2.40 to 2.60	2.60	3.60
Firemen.....per month..	40.00 to 45.00	40.00 to 45.00	40.00 to 45.00	45.00
Painters.....per day..	1.33	1.67	1.50 to 2.50	2.50 to 2.75
Carpenters' helper.....do.....	1.17	1.20	1.20	1.50
Blacksmiths' helper.....do.....	1.17	1.28	1.20	1.50

^a Per month.

Savannah, Ga.

	1886.	1907.
Carpenters.....per day..	\$3.00	\$3.50
Laborers.....do.....	1.00	1.50
Painters.....do.....	3.00	3.50
Boatmen.....per month..	35.00	45.00
Cooks.....do.....	37.50	57.50
Deck hands.....do.....	31.25	35.00
Gauge readers.....do.....	30.00	45.00
Leadsmen.....do.....	40.00	75.00
Messengers.....do.....	30.00	45.00
Master of launch.....do.....	75.00	90.00
Transitmen.....do.....	75.00	100.00

Norfolk, Va.

Occupation.	1854	1860.	1865.	1876.	1890.	1907.
Stonemason.....per day..	\$2.00	\$2.50		\$2.50	\$3.50	
Carpenter.....do.....	1.75	2.00	\$2.00	\$2.25 to 2.50	\$2.25 to 2.50	\$2.50 to \$2.75
Blacksmith.....do.....	1.80	2.00	2.50		2.50	2.50
White laborers.....do.....	1.00	1.00	1.20	1.25	1.25	1.50
Colored laborers.....do.....	.80	1.00	1.20	1.25	1.25	1.50

*San Francisco, Cal.***Laborer:**

March, 1892, to April, 1903.....	per day..	\$2.00
May, 1903, to October, 1906.....	do.....	2.25
November, 1906, to August, 1907.....	do.....	2.50

Skilled laborers:

November, 1903, to November, 1904.....	do.....	2.50
December, 1904, to August, 1906.....	do.....	3.00
September, 1906, to August, 1907.....	per month..	90.00

Foreman of laborers:

December, 1892, to April, 1897.....	do.....	85.00
May, 1897, to March, 1899.....	do.....	60.00
April, 1899, to October, 1899.....	do.....	65.00
November, 1899, to October, 1900.....	do.....	70.00
November, 1900, to May, 1902.....	do.....	85.00
October, 1902, to June, 1903.....	per day..	2.50
July, 1903, to October, 1903.....	do.....	2.75

Painter:

March, 1892, to August, 1906.....	do.....	3.00
September, 1906, to August, 1907.....	per month..	90.00

Carpenter:

March, 1892, to March, 1900.....	per day..	3.00
April, 1900, to April, 1903.....	do.....	3.50
May, 1903, to August, 1906.....	do.....	4.00
September, 1906, to August, 1907.....	do.....	5.00

Blacksmith:

March, 1892, to June, 1893.....	do.....	3.50
July, 1893, to August, 1893.....	do.....	4.00
September, 1893, to August, 1895.....	per month..	75.00
September, 1895, to January, 1906.....	do.....	80.00
January, 1906, to August, 1907.....	do.....	90.00

New London, Conn.

[Day of 8 hours.]

	1898.	1907.
Blacksmith.....	\$2.25	\$3.20
Carpenters.....	2.00	2.80
Skilled labor.....	1.60	2.00
Ordinary labor.....	1.50	1.76
Common labor.....	1.28	1.60
	1.20	1.52
	1.12	

Pittsburg, Pa.

	1878-79. ^a	1907. ^b
Blacksmiths.....per day	\$1.75 to \$2.50	\$2.50 to \$3.25
Blacksmiths' helpers.....do	1.50	^c 70.00
Bricklayers.....do	1.80 to 2.50	4.10
Carpenters (master).....do	3.00	4.00
Carpenters.....do	1.75 to 2.50	2.50 to 4.00
Enginemmen.....per month	60.00 to 70.00	60.00 to 150.00
Foremen.....per day	2.50 to 3.00	3.36 to 4.00
Machinists.....do	1.75 to 3.00	2.75 to 3.50
Masons.....do	1.75 to 3.00	4.00
Painters.....do	2.00 to 3.00	4.00
Plasterers.....do	2.00 to 3.00	2.40 to 4.50
Stonecutters.....do	2.25 to 3.00	4.00
Skilled laborers.....do	2.00 to 2.25	2.48 to 3.20
Laborers.....do	1.25 to 1.50	^d 1.60 to 2.16

^a Days of 10 hours.^b Days of 8 hours.^c Per month.^d Or \$59 to \$69 per month.

An instance occurred recently in this district where a soldier whose enlistment had recently expired was offered employment as a laborer at \$45 per month and subsistence, and considered this more preferable to reenlisting, though he had been receiving the pay of a first-class private in one of the engineer companies. An ex-sergeant of Engineers is now employed in this district at \$90 per month.

It may be well to note, also, that the rates of pay for Government positions are somewhat less than the prevailing rates in this vicinity at the present time, since there have been considerable increases in recent years and the Government rates tend to change more slowly than in outside practice.

Baltimore, Md.

	1854.	1907.
Common labor.....per day..	\$1.00	\$1.76
Skilled labor.....do....	2.50	3.50

Rock Island, Ill.

	25 years ago.	12 years ago.	Present.
Carpenters.....per day..	\$2.00	\$2.50	\$3.00
Calkers.....do....	2.00	2.50	3.00
Blacksmiths.....do....	2.00	2.50	3.50
Machinists.....do....	2.50	3.00	4.00
Painters.....do....	2.00	2.50	3.00
Laborers (skilled).....do....	1.50	1.75	2.00
Laborers (common).....do....	1.25	1.25	1.75

Portland, Oreg.

	1879.	1907.
Common labor.....per day..	\$1.75	\$2.25
Skilled labor.....do....	\$2.00 to 3.00	\$3.00 to 3.25

Cincinnati, Ohio.

	1872.	1907.
Laborers.....per day..	\$1.00	\$2.00
Carpenters.....do....	2.00	3.50
Teamsters.....do....	1.00	2.00
Engineers (hoisting).....do....	2.00	3.00
Engineers (dredge).....per month..	45.00	100.00
Machinists.....per day..	2.50	3.25
Painters.....do....	2.00	3.00
Firemen.....per month..	α 35.00	α 55.00
Stokers.....do....	α 35.00	α 40.00
Blacksmiths.....do....	α 65.00	α 75.00
Cooks.....do....	α 40.00	α 57.00
Stewards.....do....		70.00
Waiters.....do....	α 20.00	α 35.00
Deckhands.....do....	α 30.00	α 35.00
Watchmen.....do....	35.00	50.00

α With subsistence.

Milwaukee, Wis.

	July, 1885.	July, 1900.	July, 1907.
Ship carpenters.....per day..	\$3.00	\$3.00 to \$4.00	\$3.00 to \$5.00
Carpenters.....do.....	\$2.00 to 2.50	2.00 to 3.00	3.00 to 3.50
Master of dredge.....per month..	100.00	100.00	120.00
Engineman of dredge.....do.....	60.00	60.00	75.00
Stokers.....do.....	40.00 to 45.00	40.00 to 50.00	50.00 to 60.00
Dredge hands.....do.....	40.00	40.00 to 45.00	50.00 to 55.00
Master of tug.....do.....	90.00	90.00	110.00
Steam engineer.....do.....	70.00	75.00 to 80.00	90.00
Mate of tug.....do.....	50.00	50.00	70.00
Survey man.....do.....	40.00 to 50.00	50.00 to 60.00	50.00 to 75.00
Foreman.....do.....	60.00 to 75.00	60.00 to 90.00	85.00 to 116.00
Lockmasters (with house to live in).....do.....	25.00 to 35.00	25.00 to 35.00	30.00 to 45.00
Watchmen.....do.....	40.00 to 45.00	40.00 to 50.00	50.00 to 60.00
Laborers.....per day..	1.25 to 1.50	1.50	1.75 to 2.00
Calkers.....do.....	2.50 to 2.75	2.50 to 3.00	3.00
Average.....	54.46	60.60	71.76

All above employees subsist themselves.

New York City, N. Y.

	1858.	1868.	1878.	1888.	1898.	1907.
Laborers.....per day..	\$1.00	\$1.50	\$1.20	\$1.20	\$1.50	\$1.75
Carpenters.....do.....	2.00	3.00	2.50	2.40	3.00	3.50
Masons.....do.....	2.00	3.50	(a)	2.80	3.00	4.50
Blacksmiths.....do.....	2.00	3.10	2.50	2.40	3.00	3.50

a No record of employment.

ENGINEER OFFICE, U. S. ARMY,
Chattanooga, Tenn., September 14, 1907.

Capt. JOHNSON HAGOOD,
Coast Artillery Corps, U. S. Army,
Office of Chief of Staff, Washington, D. C.

CAPTAIN: In reply to your letter of August 6, 1907, I regret that our records do not cover the period you desire. I have had our old records carefully examined as far back as they go, and send you the following table showing rates of pay, compiled by Lieutenant Caples.

Usually we subsist the field employees, and the fare is probably better than the usual army ration. Comfortable quarters are provided, which are not so good, however, as the average barracks. The main items furnished soldiers and not furnished our employees are clothing and medical attendance.

Position.	Corresponding engineer soldier.	Pay per month.		
		1876-77.	1895.	1907.
Clerk.....	Battalion noncommissioned staff.	\$60 to \$100	\$75 to \$110	\$75 to \$125
Overseer.....	First sergeant.....	75 to 100	80 to 100	90 to 125
Master machinist.....	do.....		54 to 75	116½
Draftsman.....	Sergeant.....		135	90 to 125
Foreman.....	do.....	35 to 90	45 to 80	75 to 80
Engineman.....	do.....		60 to 80	100 to 125
Inspector.....	do.....		50 to 75	75 to 100
Recorder.....	Corporal.....		30	65
Lockmaster.....	do.....		50 to 75	75
Sawyer.....	do.....		60	60
Receiver of material.....	Company quartermaster-sergeant.		50 to 75	60 to 75
Timekeeper.....	do.....	45 to 60	50	50 to 75
Pilot and master.....	do.....	90	60 to 100	75 to 110
Clerk.....	Company clerk.....	45	60	75
Steam engineer.....	First-class private.....		35 to 80	75 to 80
Cranesman.....	do.....		50	50 to 60
Engineman.....	do.....		35 to 40	50 to 60
Ship carpenter and calker.....	do.....		45 to 65	50 to 90
Blacksmith.....	do.....	27 to 50	45 to 70	50 to 75
Carpenter.....	do.....	30 to 60	35 to 80	50 to 80
Painter.....	do.....		50 to 65	50 to 70
Cook.....	Cook.....	15 to 30	18 to 30	30 to 40
Messenger.....	Second-class private.....		40	45
Stoker.....	do.....		30 to 40	30 to 55
Lockman.....	do.....		25 to 35	35 to 45
Watchman.....	do.....	20 to 60	20 to 60	30 to 40
Laborer.....	do.....	15 to 25	18 to 30	25 to 35

If we deduct \$10 per month for allowances which are received by engineer soldiers and not by employees of the Engineer Department at large, we have the following table of comparison:

Engineer soldier.	Pay of soldier.	Average monthly pay of engineer employee in corresponding position. ^a			Per cent of increase.	
		1877.	1895.	1907.	In 12 years.	In 30 years.
Battalion staff	\$35	\$70	\$83	\$90	8	29
First sergeant	34	78	70	95	36	22
Company quartermaster-sergeant	34	55	57	64	11	16
Sergeant	34	38	67	86	28	126
Corporal	20	-----	44	76	73	-----
Company clerk	17	35	50	65	30	86
Cook	20	13	14	25	78	92
Private, first class	17	34	43	63	47	80
Private, second class	13	20	23	29	26	45

^a Subsistence and quarters furnished as additional compensation.

We now have a retired engineer-sergeant and a discharged engineer-sergeant on our rolls, each receiving \$75 per month, quarters, and subsistence. For many years a discharged engineer-sergeant was employed as draftsman in this district, at \$135 per month. An engineer-sergeant discharged this year refused a position here at \$75 per month, quarters, and subsistence, and obtained employment in another district.

The low rate of pay for cooks is due to the fact that negroes exclusively are employed in this capacity.

Very respectfully,

WM. W. HARTS,
Major, Corps of Engineers.

GANTTS QUARRY, ALA., August 10, 1907.

Capt. JOHNSON HAGOOD,

Captain, Corps of Artillery, Washington, D. C.

MY DEAR CAPTAIN: I beg to acknowledge receipt of your letter of August 6, 1907.

Having had large experience in carrying on work for the United States by hired labor, I am in position to give you very reliable information of the kind you seek. Common laborers, many of whom would be rejected by recruiting officers, get not less than \$1.50 per day of eight hours on Government work. This gives them about \$39 per month, of which probably \$20 are consumed by living expenses for the man himself. The other \$19 he is apt to drink up or otherwise "blow in."

The better laborers, such men as could be made into first-class privates, get from \$1.75 to \$2.50, the latter rate being for a mechanic's helper or man of that sort. Negro hod carriers get \$2 per day. Men capable of directing a small gang—working foremen—the kind of men suitable for corporals and the average run of sergeants, get from \$2 to \$3.50 per day; and a man without knowledge of any special trade, but capable of directing a gang of from 20 to 50 laborers, gets from \$4 to \$6 per day. He is the type of man that ought to make up at least one-fourth of the sergeants of any company.

Mechanics get from \$4 to \$6 per day; master mechanics from \$5.50 to \$8 per day.

In my judgment the rate of pay of enlisted men in nontechnical branches of the service should be about as follows: Sergeants \$50, corporals \$30, privates \$20; in technical branches, sergeants \$75, corporals \$40, first-class privates \$25, second-class privates \$20.

I think that sergeants ought to be provided with married quarters to a greater extent than at present.

If the above rates were in effect the allowances, retired pay, and other advantages would result in holding in the service the nucleus of trained men which is absolutely essential to the best results.

Very truly, yours,

JOHN STEPHEN SEWELL,
Captain, Corps of Engineers.

EMPLOYEES OF ORDNANCE DEPARTMENT.

Watervliet Arsenal, N. Y.

Position.	1853.	1861.	1873.	1880.	1890.	1907.
Laborer.....	{ \$0.88 1.00 1.12 }	{ \$1.00 1.12 1.25 }	\$1.63	{ \$1.15 1.50 }	{ \$1.33 1.50 }	\$1.50
Skilled laborer.....				{ 1.50 1.60 }	{ 1.50 1.76 }	{ 1.76 2.00 2.24 }
Helper.....	{ 1.00 1.12 1.20 }	{ 1.00 1.12 }	{ 1.75 2.10 }	1.75	{ 1.50 2.00 }	{ 1.60 1.76 }
Police.....			{ 1.63 1.75 }	1.50	1.50	-----
Teamster.....	1.00				2.00	1.68
Watchman.....			2.00		2.00	1.76
Packer.....			{ 1.63 1.75 }	{ 1.15 1.25 1.50 }	{ 1.50 1.75 }	{ 1.76 2.00 }

SPRINGFIELD ARMORY,
Springfield, Mass., September 17, 1907.

Capt. JOHNSON HAGOOD,

Office of the Chief of Staff, Washington, D. C.

MY DEAR CAPTAIN HAGOOD: I have yours of the 6th ultimo, requesting information as to rates of pay of different classes of workmen at this armory and for the corresponding rates at an earlier date, and take pleasure in giving you such information as is available:

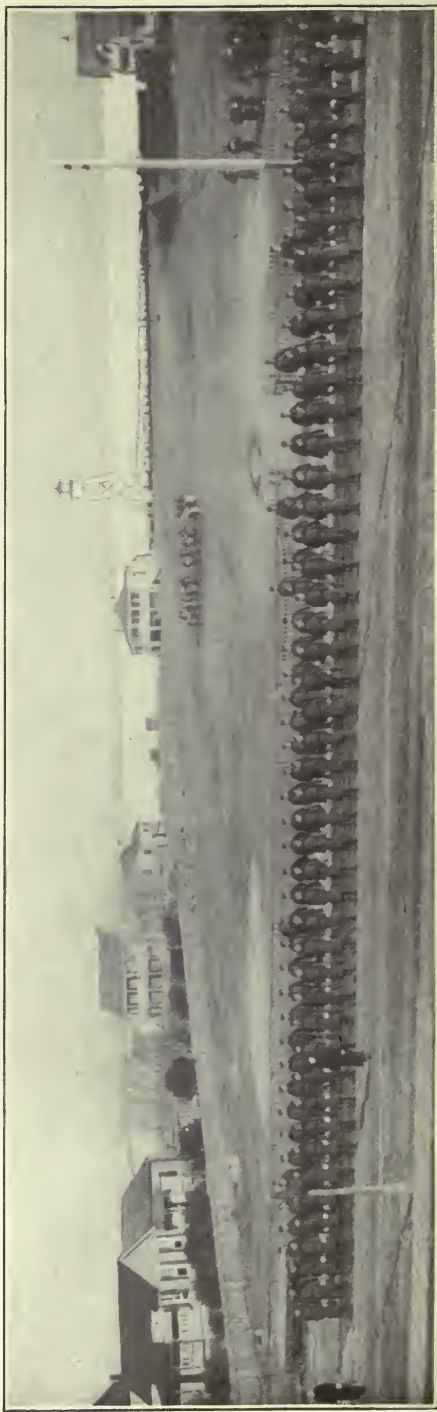
Employees of various grades are now working at this armory, the number in all being about 1,500. The pay, of course, varies according to the degree of skill exhibited by the men or the requirements of the particular classes of work. In the table below I have given the wages of a variety of employees, taken from the rolls for the month of July, 1853, and also those of men similarly employed, taken from the rolls for July, 1907:

Occupation.	Wages.	
	July, 1853.	July, 1907.
Laborers.....	\$1.00	\$1.65 to \$1.75
Machine helpers.....	1.00	1.85
Shop tenders.....	1.10	1.75
Watchmen.....	1.10	2.00
Firemen.....	1.00	1.75
Oilers.....	1.10	1.65 to 1.75
Painters.....	1.75	3.00
Carpenters.....	\$1.60 to 1.75	2.50 to 3.25
Tinsmiths.....	2.00	2.75
Various piece workmen.....	1.50 to 2.00	2.25 to 3.50

The piece workmen above mentioned include the greater portion of the employees working upon the components of the different parts of the rifle. The amounts given are not the day ratings of the men, which obtain only for holidays, but the amounts usually actually earned by them.

For a number of years past enlisted men of the ordnance detachment have from time to time, as their enlistments expired, secured employment in the street-car service, the fire department, or the police department of the city of Springfield. The discipline and training given to soldiers by military service have always been deemed by the heads of these different departments as rendering such men particularly suitable to these other classes of work. The pay, of course, in these departments is in excess of that paid to soldiers by the Government. I have, since receipt of your letter, made inquiries of these various employers in the city of Springfield as to wages paid, and from the replies can advise you that in the fire department the men are graded into three classes of privates, who receive from \$15.75 to \$19.25 per week. Engineers in this same department receive from \$17.50 to \$21 per week. Many of our ex-soldiers after very little training are competent to take these latter positions.

The city of Springfield pays patrolmen \$2.19 per day (seven days in the week) during the first year of service, \$2.33 during the second year, and \$2.90 per day during



TENTH COMPANY, COAST ARTILLERY, FORMED FOR PARADE, OCTOBER 15, 1907, AT THE PRESIDIO, SAN FRANCISCO, 14 MEN IN RANKS. THE SAME

the third and following years. If retired for unfitness for duty incurred while in the discharge of duty any time during service or for unfitness for duty for any cause after twenty years of service, a pension of one-half their regular pay is given.

The street railway pays its conductors and motormen an average of \$2.42 per day (seven days in the week). When first employed, the amount is somewhat less, increased after the first and second six months, and reaching an amount of \$2.50 per day. Regarding these figures I would, however, state that the street-car employees in this city have recently organized a union, and I have no doubt will shortly bring pressure upon the street-railway company for an increase of their wages.

Hoping this information will be of service to you,

Yours very truly,

S. E. BLUNT,

Colonel, Ordnance Department, U. S. Army, Commanding.

EXHIBIT H.

DEPLETION OF ORGANIZATIONS BY DISCHARGE, DESERTION, ETC., AND MEN LEAVING THE ARMY TO ACCEPT BETTER POSITIONS IN CIVIL LIFE. DATA COLLECTED FROM REPORTS OF ORGANIZATION COMMANDERS.

COAST ARTILLERY.

Tenth and One hundred and sixtieth Companies, Presidio, San Francisco, Cal.

Men discharged during past year (October 12, 1907):

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
William H. Feeley.....	Tenth.....	Purchase.....	Farmer, Canada.....	
Ludvik Horkey.....	do.....	Expiration of service.....	Engineer, Union Ice Co., Santa Cruz, Cal.	\$95 per month.
Henry M. Ward.....	do.....	Purchase.....	Clerk in office of the United Railroads, San Francisco, Cal.	\$90 per month.
Claude C. Sherrell.....	do.....	do.....	Brakeman, Southern Pacific R. R. Co.	\$120 per month.
George Buzzard.....	do.....	do.....	Conductor, United Railroads, San Francisco, Cal.	\$75 per month and meals.
George L. Blewett.....	do.....	Expiration of service.....	Fireman, Santa Fe R. R. Co., Texas	\$90 per month.
Robert E. Reagan.....	do.....	do.....	Conductor, United Railroads, San Francisco, Cal.	\$75 per month and meals.

Men who are to be discharged during the months of October and November, 1907:

Name.	Company.	Discharge obtained by—	Position offered.	Pay.
Daniel W. Barnes.....	One hundred and sixtieth.	Expiration of service.....	Engineer, Sugar Pine Co., Madera, Cal.	\$70 per month and found.
Aegidius E. Abel.....	do.....	do.....	Picture framer, Miller Bros., Chicago, Ill.	\$4.50 per day.
John F. Leinen.....	Tenth.....	do.....	Fire insurance clerk, general agency, San Francisco, Cal.	\$90 per month; promise of increase.
Herbert Marchant.....	One hundred and sixtieth.	do.....	City salesman, wholesale firm, San Francisco, Cal.	\$80 per month and commission.
William Snider.....	Tenth.....	do.....	Boss, concrete gang, San Francisco, Cal.	\$4 per day.
Joseph Smither.....	One hundred and sixtieth.	do.....	Street-car motorman, Oakland, Cal.	\$65 per month.
Frank Smither.....	do.....	do.....	do.....	Do.
Anderson Campbell.....	do.....	do.....	Conductor, United Railroads of San Francisco, Cal.	\$75 per month and meals.
Jacob Matlock.....	Tenth.....	do.....	Patrolman, Morse Patrol Agency, San Francisco, Cal.	\$75 per month.
Patrick J. Powers.....	One hundred and sixtieth.	do.....	Post plumber, Presidio, San Francisco, Cal.	\$4 per day.

Twenty-sixth, Sixty-fourth, and Ninety-second Companies, Fort Flagler, Wash.

Rank and name.	Discharge obtained by—	Occupation.	Employer.	Salary per month.
Edward Clifford, sergeant, Ninety-second Company.	Expiration of service.	Assistant manager and real estate salesman.	A. B. Newell, Seattle, Wash.	\$200 per month.
J. D. Jones, sergeant, Ninety-second Company.	do.....	Shipping clerk....	Edgewater Milling Co., Washington.	\$90 per month.
Marion Strunk, private, Ninety-second Company.	do.....	Locomotive fireman.	Union Pacific R. R.	\$100 per month.
Andrew Ryan, private, Ninety-second Company.	do.....	Street-car conductor.	Seattle Electric Co., Seattle, Wash.	\$80 per month.
W. H. Turner, corporal, Sixty-fourth Company.	do.....	Abstractor of titles.	Booth-Whittlesey Co., Seattle, Wash.	\$125 per month.
Thomas Scoones, corporal, Twenty-sixth Company.	By purchase..	Salesman.....	Pacific Coast Condensed Milk Co., Seattle, Wash.	\$15 per week.
Herman Johnson, private, Twenty-sixth Company.	Expiration of service.	Carpenter.....	Quartermaster's Department, Fort Flagler, Wash.	\$70 per month.

Twenty-seventh Company, Presidio, San Francisco, Cal.

Within the past year 6 sergeants and 4 corporals have been discharged by purchase and expiration of service. All these men claim they have bettered themselves.

The following is a citation of individual instances of some of the above-mentioned men:

Name.	Discharge obtained by—	Position accepted.	Pay.
Charles W. Cameron...	Purchase.....	Bookkeeper for construction company.....	\$125 per month.
Charles W. Wyss.....	do.....	Machinist helper, navy-yard.....	\$2.40 per day.
Richard P. Coe.....	do.....	Clerk in cigar store.....	\$20 per week.
Carl C. Long.....	Expiration of service.	Conductor, street car, San Francisco, Cal....	\$3 per day.
James J. Farran.....	do.....	Policeman, Canal Zone, Panama.....	\$80 per month.
Percy Moreton-Dwyer.	do.....	Timekeeper for construction company.....	\$21 per week.

Twenty-ninth Company, Presidio, San Francisco, Cal.

Name.	Discharge obtained by—	Position.	Pay.
William H. Hollingsworth.	Purchase.....	Packer, furniture house.....	\$80 per month.
Clyde Fisher.....	do.....	Car conductor.....	\$90 per month.
John A. Gannon.....	Expiration service....	Bookkeeper, drug house.....	\$100 per month.
Samuel P. Dale.....	do.....	Brakeman.....	\$90 to \$130 per month.
Albert McClellan.....	do.....	Iron works.....	\$80 per month.
Charles Bland.....	do.....	Car conductor.....	\$90 per month.
John H. Eaton.....	do.....	Automobile company.....	\$80 per month.
Joseph W. Ernstine.....	do.....	Mechanic, elevator company.....	\$5 per day.

The above list gives all available instances of men discharged taking positions in civil life, obtainable in this company.

These are cases of men who are working in San Francisco and quite frequently visit the company; all were noncommissioned officers with one exception; all are of excellent character and desirable men to have in the service.

Of the men who have left San Francisco I presume large numbers of them will be found filling positions as remunerative as those mentioned above.

Thirty-eighth Company, Presidio, San Francisco, Cal.

Name.	Discharge obtained by—	Position accepted.	Pay.
John I. Hauser.....	Purchase.....	Assistant foreman with Nathan Dohrman Co., San Francisco, Cal.	\$90 per month.
James Tunis Howard.....	do.....	Salesman with Shreve & Co., silver-smiths, San Francisco, Cal.	\$100 per month.
Victor Thout.....	do.....	Carpenter and cabinetmaker, Quartermaster's Department, U. S. Army, Presidio of San Francisco, Cal.	Do.
John W. Thomson.....	do.....	Salesman with D. Stoltz, barbers' furniture dealers, San Francisco, Cal.	\$100 per month and commis- sion.
Carl A. Carlson.....	Expiration of service.	Laborer, Engineer Department, U. S. Army, Point Bonita, Cal.	\$65 per month.
William E. Pittman.....	do.....	Assistant to mechanic, United Railroads of San Francisco, Cal.	\$85 per month.
Robert E. Howard.....	do.....	Conductor, United Railroads of San Francisco, Cal.	\$80 per month, with quarters and table board.
Myer Panush.....	do.....	do.....	Do.
Oscar Seymer.....	do.....	Assistant foreman, iron house, Pacific Hardware & Steel Co., San Francisco, Cal.	\$80 per month.
Joseph A. Elliott.....	do.....	Yard clerk, Southern Pacific R. R. Co., Fajaro, Cal.	\$90 per month.

Sixtieth Company, (depot torpedo) Presidio, San Francisco, Cal.

Within the past year 40 men have been discharged from this company, 5 of which have reenlisted in cavalry, infantry, and Coast Artillery on the Atlantic coast. Ten others have returned to their homes, and 25 have taken positions, as shown by the following:

Name.	Discharge obtained by—	Position accepted.	Pay per month.
Charles O. Watt.....	Purchase.....	United Cigar Stores, San Francisco, Cal.....	\$90
Arthur A. Shaw.....	Expiration of service.	Wells-Fargo Express Co., San Francisco, Cal.....	75
John Madigan, jr.....	do.....	Bartender, Coxsackie, N. Y.....	80
Edward B. Burke.....	do.....	Panama police force.....	75
Henry O. Beasley.....	do.....	Printer, San Francisco, Cal.....	88
James I. Furnace.....	do.....	Conductor, United Railroads, San Francisco, Cal.....	90
James T. Harrell.....	do.....	do.....	90
James W. Nellson.....	do.....	Motorman, United Railroads, San Francisco, Cal.....	90
Samuel J. Hagerman.....	do.....	Janitor, Fruitvale, Cal.....	80
Edward Balke.....	do.....	Conductor, United Railroads, San Francisco, Cal.....	90
James B. Tuck.....	do.....	Electrician, San Francisco, Cal.....	120
Thomas R. Peters.....	do.....	Conductor, United Railroads, San Francisco, Cal.....	90
Joseph Frey.....	do.....	Gardener, Sacramento, Cal.....	75
Paul O. Omliid.....	do.....	Laborer, Union Iron Works, San Francisco, Cal.....	75
William P. Allen.....	do.....	United Cigar Stores, San Francisco, Cal.....	75
Elick Green.....	do.....	Mechanic, United Railroads, San Francisco, Cal.....	80
Henry Hartmann.....	do.....	Electrician.....	100
George Logan.....	do.....	Stockman, Emeryville, Cal.....	75
James B. Nickless.....	do.....	Conductor, United Railroads, San Francisco, Cal.....	90
Claude Paulson.....	do.....	Lumberman, Eureka, Oreg.....	60
James H. Powers.....	do.....	Electrician, Cement, Cal.....	90
Bertie F. Radford.....	do.....	Cement worker, San Francisco, Cal.....	90
John W. Ross.....	do.....	Salesman, Stoltz & Co., San Francisco, Cal.....	88
Edgar Simmons.....	do.....	Motorman, United Railroads, San Francisco, Cal.....	90
James Nail.....	do.....	do.....	90

Sixty-fifth Company, Presidio, San Francisco, Cal.

Name.	Rank.	Discharge obtained by—	Position accepted.	Rate of pay.
Boden, Jos. H.....	Sergeant..	Expiration of service.	Laborer, navy-yard, Mare Island, Cal.	\$2.75 per day.
Jachman, E. C.....	do.....	do.....	Manager, cigar store, San Francisco, Cal.	\$90 per month.
Starkey, J. L.....	do.....	do.....	Detective, Oakland, Cal.....	\$75 per month.
Davis, C. B.....	Corporal..	do.....	Clerk, San Francisco, Cal.....	Do.
Lane, A. W.....	do.....	Purchase.....	Bookkeeper, San Francisco, Cal.....	\$110 per month.
Strauss, S. C.....	do.....	do.....	Detective, Oakland, Cal.....	Do.
Allen, J. M.....	Private...	Expiration of service.	Carpenter, San Francisco, Cal.....	\$4 per day.
Barnard, F. A.....	do.....	do.....	Conductor, street car, San Francisco, Cal.	\$90 per month.
Curtiss, P. C.....	do.....	do.....	Baker, San Francisco, Cal.....	\$17 per week.
Eaton, J. F.....	do.....	do.....	Employee in sawmill.....	\$75 per month.
Fitzgerald, P.....	do.....	do.....	Bartender, San Francisco, Cal.....	\$90 per month.
Hensley, C. B.....	do.....	do.....	Motorman, street car, San Francisco, Cal.	Do.
Roddy, G. G.....	do.....	Purchase.....	Detective, Oakland, Cal.....	\$125 per month.
Shingler, W.....	do.....	Expiration of service.	Painter, Mare Island, Cal.....	\$90 per month.
Simpson, R. M.....	do.....	Purchase.....	Carpenter, San Francisco, Cal.....	\$5 per day.
Swinehart, W. J.....	do.....	do.....	Laborer, U. S. Engineer Department.	\$2.50 per day.
Williams, O. S.....	do.....	Expiration of service.	Stevadore, San Francisco, Cal.....	50 cents per hour.

Sixty-sixth Company, Presidio, San Francisco, Cal.

Name.	Rank.	Discharged.		Present position.	Salary.
		Date.	By—		
Bert Gilley.....	Private...	Oct. 18, 1906	Purchase.....	Clerk in agricultural implement house.	\$60 per month.
C. S. Worick.....	do.....	Dec. 17, 1906	do.....	Clerk in quartermaster's department.	\$100 per month.
A. E. Daman.....	Corporal..	Dec. 22, 1906	do.....	Drayman.....	\$50 per month.
H. N. Hills.....	Private...	Dec. 28, 1906	do.....	Brick mason.....	\$6 per day.
G. Fritz.....	do.....	Feb. 20, 1907	do.....	Driver, milk route.....	\$90 per month.
Henry Jacobs.....	do.....	Feb. 22, 1907	do.....	do.....	Do.
G. A. Leach.....	do.....	Mar. 15, 1907	do.....	Carpenter's helper.....	\$3.50 per day.
Alva L. Lewis.....	do.....	Apr. 27, 1907	do.....	Molder's apprentice.....	\$2.50 per day.
Edwin Hogg.....	do.....	May 26, 1907	Expiration of service.	Railroad fireman.....	About \$100 per month.
H. H. Blanchette.	Sergeant..	May 29, 1907	do.....	Bank clerk.....	\$100 per month.
J. Blanchette.....	Musician..	do.....	do.....	Fireman.....	Do.
C. H. Kingsbury..	Private...	Aug. 9, 1907	do.....	Railroad machine shop.	\$60 per month.
Jacob W. Paul.....	do.....	Aug. 19, 1907	do.....	do.....	Do.
John Q. Shaffer..	Sergeant..	Sept. 5, 1907	do.....	Wells-Fargo Express Co.	\$75 per month.

Sergeant Shaffer was a gun commander and had promised to reenlist, but found he could do so much better in civil life that he concluded not to reenter the service.

There were 8 others discharged in addition to those mentioned above by name who would not reenlist on account of pay conditions, although the exact work they secured is not known. Two of them were corporals and qualified first-class gunners. One of these corporals was receiving \$10 per month for working as a clerk in the post exchange.

Sixty-seventh Company, Presidio, San Francisco, Cal.

The following were discharged within the last year:

Name.	Discharge obtained by—	Position.	Pay.
Chas. McDorman.....	Expiration of service.	Bartender, St. Paul, Minn.....	\$60 per month.
Matthew G. Glenn.....	do.....	Mechanic, San Francisco, Cal.....	\$85 per month.
Wm. J. Groves.....	do.....	Pinkerton detective, San Francisco, Cal.....	\$60 per month.
Carl Mellicke.....	do.....	Mechanic, San Francisco, Cal.....	\$5 per day.
Chas. T. Racy.....	do.....	Lumber company, Minnesota.....	\$3.50 per day.
Edward F. Cowden.....	do.....	Motorman, San Francisco, Cal.....	\$90 per month.
Alva P. Sumrall.....	do.....	Conductor, San Francisco, Cal.....	Do.
Ralph Winchester.....	do.....	Conductor, Portland, Oreg.....	Do.
Hugh F. Wilson.....	do.....	Lineman, San Francisco, Cal.....	\$28 per week.
Bert M. Steele.....	do.....	Conductor, San Francisco, Cal.....	\$90 per month.
George Reiter.....	do.....	Conductor, St. Paul, Minn.....	\$75 per month.
Julius E. Shelton.....	do.....	Concrete worker, San Francisco, Cal.....	\$4 per day.
Wm. A. Pierce.....	do.....	Lumber company, Portland, Oreg.....	\$3.50 per day.
Otis Bunn.....	Purchase.....	Baker, San Francisco, Cal.....	\$75 per month.

A number of other men have been discharged and have not reenlisted, but it is not known what positions they may hold.

Seventieth Company, Presidio, San Francisco, Cal.

Within the past year 2 sergeants, 2 corporals, 1 musician, and 4 privates have been discharged by purchase.

The following is a statement of the men so discharged, their present employment, and rate of pay:

Name.	Rank.	Discharge obtained by—	Position accepted.	Pay.
William R. Howe.....	Sergeant..	Purchase..	Timekeeper for Selfridge & Syphr.....	\$3 per day.
Thomas Cleary.....	do.....	do.....	Pinkerton agency.....	\$60 per month.
Robert F. Guhse.....	Corporal..	do.....	George W. Elder & Son, contractors..	\$75 per month.
Homer Benack.....	do.....	do.....	Machinist, Union Iron Works.....	\$5 per day.
George Caldwell.....	Musician..	do.....	Watson Construction Co.....	\$75 per month.
Walker A. Armstrong..	Private....	do.....	Firm of lawyers.....	\$5 per day.
James Beavins.....	do.....	do.....	C. L. Hicks, plumber.....	\$75 per month.
Francis G. Harrington..	do.....	do.....	United Railways.....	\$3 per day.
Walter A. Weeks.....	do.....	do.....	do.....	Do.

Names of men who, discharged by expiration of term of service, did not reenlist since January 8, 1906:

Sergeant Crutchfield.
Sergeant McClelland.
Sergeant Vanmetre.
Corporal Vincent.
Private Bishop.
Private Cohen.
Private Duffy.
Private Martin.

Private McMannus.
Private Turley.
Private Van Helbergen.
Private Walsh.
Private Warmoth.
Private Wenzloff.
Private White.
Private Wick.

Some of the above men state that they hold such positions as brakeman, motorman, fireman, watchman, etc., paying from \$75 to \$120 per month.

As the total pay of the highest paid man in this company, the first sergeant, who draws \$7 per month as gun commander, totals but \$37, it can easily be understood why good men will not reenlist, as a common laborer in the city of San Francisco draws from \$3 per day.

The present strength of the Seventieth Company, Coast Artillery Corps, is 31 men.

Thirteen desertions have occurred in this company since January 8, 1906.

One hundred and fifth Company, Presidio, San Francisco, Cal.

Within the past year 13 noncommissioned officers and 27 privates have been discharged the service. Three purchased their discharges. Of these, 2 were to take

positions as railway-mail clerks at a salary of \$66 per month. There are at present 13 men employed as street-car conductors and gripmen at a salary of \$90 per month, including board and room, by one of the local street-railway companies.

The following has a bearing upon the subject in question and is self-explanatory:

Name.	Discharge obtained by—	Position accepted.	Salary per month.
Chesser, James M.	Expiration of term	Restaurant owner	\$100
Bristow, John G.	do.	Watchman	75
Sharpe, George W.	do.	Gripman	90
Hoff, Henry L.	do.	Farming	65
Oldham, David C.	Purchase	Railway mail clerk.	66
Rifau, Narsis	Expiration of term	Gripman	90
Dmitrovic, Stevan	Purchase	Tailor	125
Rice, Henry J.	Expiration of term	Lumberman	85
Smith, Martin H.	do.	Fireman	100
Schaefer, John G.	do.	Clerk	60
McConnel, Samuel E.	do.	Gripman	90
Nartker, Wm. J.	do.	do.	90
Sutton, Dallas E.	Purchase	Railway mail clerk.	66
Bratton, Patrick H.	Expiration of term	Conductor	90
Ritchie, Leo A.	do.	Cook	105
Chesher, Arch.	do.	Gripman	90
Pope, Sam W.	do.	do.	90
Rogers, Lucian W.	do.	Quartermaster's employee.	50
White, Robert E.	do.	Conductor	90
Keeton, Frank	do.	Gripman	90
Kean, Edward	do.	do.	90
Enlow, Shaw S.	do.	Conductor	90
St. Lawrence, David C.	do.	do.	90
Smith, Frank	do.	Baggageman	85
Weber, William M.	do.	Gasfitter	95
Warren, John N.	do.	Night clerk	90
Waddell, Philip P.	do.	Motorman	90
Oglesby, Albert S.	do.	Car repairer	85
Barrington, Benj. J.	do.	Brakeman	110

Second, Twelfth, and One hundred and thirty-first Companies, Fort H. G. Wright, N. Y.

The following have been discharged since September 1, 1906:

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
Patrick Tivenan.	Twelfth.	Purchase.	Stationary engineer.	\$75 per month.
Thomas Culhane.	do.	do.	Clerk, wholesale grocery.	\$25 per week.
Lee Ward.	do.	do.	Timekeeper for contracting company.	\$100 per month.
William J. Oakes.	do.	do.	Foreman in livery stable.	\$75 per month.
Adam Troutt.	do.	do.	To manage an estate.	\$60 per month.
Ray Dougherty.	Second.	do.	With Sunbeam Coal Co.	\$50 per month.
Joseph Garrity.	do.	do.	Chauffeur.	\$90 per month.
John King.	do.	do.	To work in mine.	\$60 per month.

NOTE.—The Second Company had 22 men discharged, 3 reenlisted; the Twelfth Company had 19 men discharged, 1 reenlisted; the One hundred and thirty-first Company had 2 men discharged, none reenlisted. Twenty recruits were received on July 5, 1906; no recruits other than special enlistments have been received since that date.

Seventh Company, Fort Banks, Mass.

Enlisted men are continually leaving the service by purchase of discharge to accept higher salaried positions in civil life, as witness the following:

Name.	Discharge obtained by—	Position accepted.	Salary.
Benjamin Eisenstadt.	Purchase.	Mr. Herskovitz, milk dealer, Warrington, Fla.	\$65 per month.
George E. Cramer.	do.	Warrington Ice Co., Warrington, Fla.	\$75 per month.
Colby M. Leavitt.	do.	W. H. McElwain Co., Boston, Mass.	\$18 per week.
Ernest Soderberg.	do.	Boston and Maine R. R., Boston, Mass.	\$2.35 per day.

Any man discharged at this post with a character of "excellent" can get a position as a street-car conductor on the Boston Elevated system at \$12 per week.

One of my corporals has just been offered a position as engineer in Providence at \$75 per month.

The enlisted man of the Coast Artillery Corps after three years becomes a skilled artisan, capable of using his mind as well as his body. The \$13 per month does not appeal to him when he knows that his skill will net him at least \$60 per month in civil life.

It is most disheartening to a company commander who strives to bring his company to the highest possible efficiency to discharge man after man with no reenlistments.

Fifty-ninth and One hundred and twenty-fourth Companies, Fort Andrews, Mass.

Within the past year 5 sergeants and 2 corporals have been discharged by purchase, and in the last three months 6 more men have been granted permission to take a civil-service examination, all for the purpose of bettering themselves by taking such positions as guard in a United States penitentiary, conductor on street car, fireman, and carpenter, which pay from \$60 to \$90 per month.

The following is a citation of individual instances of some of the above-mentioned men:

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
Arthur E. Lampard...	One hundred and twenty-fourth.	Purchase.....	Clerk in wholesale grocery store.	\$90 per month.
Frank A. Thomas.....	do.....	do.....	Bartender, Portsmouth, N. H.	\$80 per month.
William A. Towner.....	do.....	do.....	Storekeeper in navy-yard, Portsmouth, N. H.	\$60 per month.
L. H. Hewitt.....	do.....	do.....	Street - car conductor, Boston, Mass.	\$70 per month.
Clarence L. Kornegay..	do.....	do.....	Guard, United States Penitentiary, Atlanta, Ga.	\$75 per month.
Frederick J. Wright...	Fifty-ninth.....	do.....	Carpenter for C. E. Currier, at post.	\$3.50 per day.
Harry Klumpp.....	do.....	do.....	Fireman on tugboat.....	\$70 per month.
William P. Grube.....	do.....	Expiration of service.	Street - car conductor, Boston, Mass.	\$60 per month.

Men discharged here who do not reenlist state that they have such positions as brakeman, fireman, watchman, etc., paying from \$60 to \$120 per month.

Men seeing former soldiers drawing from \$60 to \$120 per month on the outside do not care to reenlist for \$13 per month.

Soldiers are required to work with and do the same kind of work as civilians drawing from \$3 to \$5 per day on such duty as mounting and dismounting guns and moving heavy ordnance.

Forty-fifth Company, Fort Du Pont, Del.

Following is a list of men recently discharged:

Name.	Date.	Cause.	Present position.	Salary.
Private Merklin.....	July 16, 1906	Discharged...	Ship yards, Camden, N. J.	\$50 per month.
Private Karstetter.....	July 3, 1906	do.....	Motorman, Wilmington, Del..	\$75 per month.
Private Boyce.....	July 15, 1906	do.....	Electrician, Wilmington, Del..	\$2.50 per day.
Private Marviel.....	July 21, 1906	do.....	Brakeman, Baltimore, Md....	\$75 per month.
Private Ennis.....	July 22, 1906	do.....	Electrician, Salsbury, Md....	\$60 per month.
Private McGrath.....	July 26, 1906	do.....	Cook, Delmar, Md.....	\$45 per month.
Sergeant Ramsey.....	July 31, 1906	Bought out ..	Policeman, Pottsville, Pa.....	\$3 per day.
Sergeant Weand.....	Aug. 11, 1906	do.....	Printer, Philadelphia, Pa.....	\$75 per month.
Musician Ford.....	Aug. 31, 1906	do.....	Blacksmith, Kansas City, Mo..	\$2.50 per day.
Private Scates.....	Sept. 14, 1906	do.....	Barber, Cincinnati, Ohio.....	\$75 per month.
Private Gunn.....	Sept. 22, 1906	do.....	Clerk, Chester, Pa.....	\$60 per month.
Private Burnett.....	Oct. 15, 1906	do.....	Engineer, Delaware City, Del..	\$85 per month.
Sergeant Richards.....	Nov. 7, 1906	Discharged...	Conductor, Philadelphia, Pa..	\$65 per month.
Private Barrett.....	do.....	do.....	Brakeman, Pennsylvania R.R., Philadelphia, Pa.	\$3 per day.
Private Losey.....	Nov. 10, 1906	Bought out ..	Electrician, Wilmington, Del..	\$2.50 per day.
Sergeant Saylor.....	Jan. 13, 1907	Discharged...	Storekeeper, Oneida, Ky.....	In business for himself.

Forty-fifth Company, Fort Du Pont, Del.—Continued.

Name.	Date.	Cause.	Present position.	Salary.
Sergeant Davis.....	June 16, 1907	Bought out..	Policeman, Panama, Canal Zone.	\$80 per month.
Sergeant Columbus.....	do.....	Discharged.....	do.....	Do.
Corporal MacDonald.....	June 28, 1907	do.....	Drug clerk, Housdanis, Mass.	\$60 per month.
Corporal Homan.....	June 23, 1907	do.....	Teamster, Reading, Pa.....	\$55 per month.
Musician Ayers.....	June 29, 1907	do.....	Clerk, Philadelphia, Pa.....	\$2.50 per day.
Private Sunderman.....	do.....	do.....	Clerk, Pittsburg, Pa.....	\$60 per month.
Private Thompson.....	do.....	do.....	Molder, Pittsburg, Pa.....	\$75 per month.
Private Nimmo.....	May 1, 1907	Bought out.....	Chauffeur, Philadelphia, Pa.....	Do.
Private Ryan.....	May 27, 1907	Discharged.....	Carpenter, Saulsbury, Md.....	\$3 per day.
Sergeant Adams.....	July 14, 1907	Bought out.....	Brakeman, Pennsylvania R.R., Philadelphia, Pa.	\$90 per month.
Private Robinett.....	Aug. 21, 1907	Discharged.....	Brakeman, Delmar, Md.....	\$2.50 per day.
Sergeant Large.....	Sept. 16, 1906	do.....	Brakeman, Pennsylvania R.R., Philadelphia, Pa.	\$90 per month.
Private Beckett.....	Sept. 1, 1907	do.....	Fire Department, Atlantic City, N. J.	\$55 per month.
Private Littrell.....	Sept. 7, 1907	do.....	Motorman, Wilmington, Del.	\$75 per month.
Private Sinton.....	Sept. 1, 1907	do.....	Straight toppler, Chester, Pa.	\$3 per day.
Private Yarosh.....	Sept. 10, 1907	Bought out.....	Machinist, Car Works, Philadelphia, Pa.	\$55 per month.

Twenty-first Company, Fort Howard, Md.

DISCHARGED BY EXPIRATION OF SERVICE.

Name.	Rank.	Service at discharge.	Pay per month at discharge.	Employment in civil life.	Pay in civil life.
		<i>Years.</i>			
Anderson.....	Musician..	12	\$16	Motorman.....	\$60 per month.
Belliveau, J.....	Private.....	3	15	Weaver.....	\$50 per month.
Leister, M. C.....	do.....	3	15	Lineman.....	\$75 per month.
McLellan, T. J.....	Sergeant..	6	25	Carpenter.....	\$3 per day.
Patnaud, J. P.....	Musician..	6	19	Motorman.....	\$60 per month.
Wright, J. H.....	Private.....	3	15	do.....	Do.

DISCHARGED BY PURCHASE.

Dole, E.....	Private..	8	\$18	Hospital orderly.....	\$40 per month.
Haywood.....	do.....	2	15	Candy maker.....	
McCray, C. L.....	Sergeant..	6	25	Clerk in grocery store.....	
Pegg, T. H.....	do.....	10	25	Bricklayer.....	\$3.50 per day.
Parker, J. P.....	Private.....	2	15	Conductor.....	\$60 per month.
Ross, J.....	do.....	7	20	Barber.....	
Seibert, R.....	do.....	4	15	Railroad fireman.....	\$70 per month.
Sutton, G.....	do.....	4	15	do.....	Do.
Wilson, T.....	do.....	5	18	Plumber.....	\$3 per day.
Worley, A. C.....	Musician..	6	19	Railroad brakeman.....	\$60 per month.

One hundredth Company, Fort Terry, N. Y.

Name.	Rank.	Discharge obtained by—	Position accepted.	Pay.
Samuel Orr.....	Sergeant..	Expiration of service.	Sheet-metal worker.....	\$90 per month.
Perry J. Alters.....	do.....	do.....	Bookkeeper.....	\$80 per month.
Edward Campbell.....	do.....	do.....	Policeman, New York City.....	
John Karloff.....	Private.....	do.....	Carpenter, Buffalo, N. Y.....	\$90 per month.
William Schulth.....	Sergeant..	do.....	Stationary engineer.....	\$75 per month.
Kin E. Tevebaugh.....	Corporal..	Purchase.....	Farmer.....	\$50 per month.
George Metz.....	Private.....	do.....	Miner.....	\$3 per day.
Phillip Decker.....	do.....	Expiration of service.	Electrician.....	\$90 per month.

Forty-sixth and One hundred and twentieth Companies, Fort Strong, Mass.

Name.	Company.	Discharge obtained by—	Date of discharge.	Where employed.	Pay.
Clarence Walcott ..	One hundred and twentieth.	Expiration of service.	Sept. 9, 1905	Armature winder, General Electric Co., Lynn, Mass.	\$18 to \$20 per week.
Albert Littlewood ..	do.	do.	July 28, 1905	Machinist, navy-yard, Charlestown, Mass.	\$21 per week.
Thomas Fitzpatrick.	do.	do.	Oct. 17, 1905	Laster, Douglas Shoe Co., Brockton, Mass.	\$20 to \$25 per week.
Robert B. Martell ..	do.	do.	Apr. 13, 1906	Clerk, Adams Express Co., Syracuse, N. Y.	\$70 per month.
Charles T. Theariau ..	do.	do.	Nov. 21, 1905	Partnership of E. Cavanaugh Co., South Essex, Mass.	Member of firm.
Herbert E. Moritz ..	do.	do.	Sept. 5, 1905	Carpenter, Fairbanks Scale Co.	\$3.50 per day.
John H. Pfyffer ..	do.	do.	Feb. 10, 1907	Machinist, Walworth Manufacturing Co., Boston, Mass.	\$4 per day.
John Susrgnski	Forty-sixth	do.	Nov. 23, 1903	Watertown Arsenal	\$18 per week.
Daniel Campbell	do.	Purchase	Aug. 2, 1906	Boston, Mass.	Do.
Charles E. Winslow ..	do.	Expiration of service.	Mar. 29, 1907	D. Whiting Co., Boston, Mass.	\$15 per week.
Daniel A. McInnis ..	do.	do.	Dec. 20, 1901	Boston Elevated R. R. Co.	\$18 per week.
Jacob Moore ..	do.	do.	Jan. 3, 1905	do.	Do.
Fred R. Lanphear ..	do.	do.	Sept. 9, 1907	Boston and Maine R. R. Co.	Do.
Frederick J. Gately ..	do.	do.	Jan. 13, 1905	do.	Do.
Freeman McCord ..	do.	do.	July 31, 1906	Pennsylvania R. R. Co., Chicago, Ill.	Do.
William H. Ledoux ..	do.	do.	Aug. 25, 1907	do.	Do.
Chester V. D. Jenkins.	do.	do.	Aug. 22, 1905	Lord Electrical Construction, Boston, Mass.	\$15 per week.
Paul Stankey ..	One hundred and twentieth.	do.	July 7, 1906	Salesman, Fawkes Auto Co., Minneapolis, Minn.	\$20 per week.
Roscoe L. Williams ..	do.	do.	Oct. 30, 1905	Electrician, General Electric Co., Lynn, Mass.	\$22 per week.

One hundred and seventh Company, Fort Preble, Me.

The following have been discharged since January 1, 1907:

Name.	Discharge obtained by—	Position accepted.	Rate of pay per month.
Henry T. Patrick	Expiration of service	Teamster	\$75
Peter Laplant	do	Cotton spinner	48
Ovila Houle	do	do	48
William J. Veinotte ..	do	Teamster	70
John Nave	do	Plumber's helper	48
Walter L. Barter	Purchase	Bartender, Boston, Mass.	75
Robert L. Brown	Expiration of service	Powhatan Guards	60
Thomas F. Hill	do	Carpenter	60
Benjamin J. Peightel ..	do	Locomotive fireman	\$75 to 85
Leroy H. Stevens	do	Electrician	75
Edward Miller	Purchase	Carpenter	55
Albert Christian	Expiration of service	Machinist's helper	60
Charles E. Yates	do	do	60
Charles H. J. Ready ..	do	Locomotive fireman	\$75 to 85
James J. Ormonde	do	Carpenter	80
Rudolph H. Neubauer ..	Purchase	Butcher	75
Frank Mahood	Expiration of service	Painter	48

The above list could be greatly lengthened by going back to 1906, but this shows just what has taken place in this company and is a fair representation of all the companies of this district.

The men mentioned in the above list were for the most part first-class gunners and some of them were exceedingly efficient as mechanics. Their failure to reenlist was a most decided loss in efficiency to this company and a big loss to the Government.

Another man is just being discharged by purchase to accept a position of \$75 per month. This is the largest company in this district, has a large company fund, and the best mess I have ever seen in the Army. Yet it requires to-day 41 recruits to fill its ranks. The small number in the companies makes the guard and fatigue duty onerous and causes discontent with accompanying failures to reenlist and desertions.

One hundred and nineteenth Company, Fort Mott, N. J.

The following men were discharged by purchase since 1902 and are located in the following-named places as far as is known:

Name.	Where located.	How employed.	Salary.
Couch.....	Clay County, Ky.....	Farmer.....	
Hottinger.....	Vincennes, Ind.....	do.....	
Morris.....	Baltimore, Md.....	Boiler maker.....	\$3.50 per day.
Harboldt.....	Joplin, Mo.....	Carpenter.....	\$3 per day.
Eisner.....	Ramsey, N. J.....	Owner of poultry farm.....	
Lang.....	Philadelphia, Pa.....	Mechanic.....	\$16 per week.
Fry.....	Canton, Ohio.....	Laborer.....	\$9 per week.
Maiden.....	Virginia.....	Farmer.....	
Marvel.....	Salisbury, Md.....	Oyster man.....	\$11 per week.
Burns.....	Alva, Ky.....	Owens barber shop.....	
Pennington.....	Virginia.....	Farmer.....	
Worthington.....	Enid, Okla.....	Railroad fireman.....	\$90 per month.
Huddleson.....	Unknown.....	Unknown.....	Unknown.
Atkins.....	West Virginia.....	Merchant.....	
Minford.....	Johnstown, Pa.....	Steel worker.....	\$4 per day.
Sawyer.....	Tennessee.....	Farmer.....	
Mills.....	Cleveland, Ohio.....	Railroad engineer.....	\$120 per month.
Shannon.....	Williamsport, Pa.....	Steel worker.....	\$4 per day.
Sterrett.....	St. Louis, Mo.....	Owens barber shop.....	
Smith.....	Kentucky.....	Farmer.....	
Rasmussen.....	Portland, Me.....	Rigger.....	\$5 per day.
Evans.....	Louisville, Ky.....	Railroader.....	\$60 per month.
Chandler, O.....	Illinois.....	Farmer.....	
Higgins.....	New York City.....	Proof reader.....	\$18 per week.
Moore.....	Keokuk, Iowa.....	Foreman.....	\$4 per day.

The following-named men have been discharged by expiration of term of service and have not reenlisted, but are situated, as far as known, in the following places:

Name.	Place.	How employed.	Salary.
Myer.....	Milwaukee, Wis.....	Coachman.....	\$12 per week.
Woelk.....	Pittsburg, Pa.....	Miner.....	\$3.50 per day.
Ford.....	Williamsport, Pa.....	Steel worker.....	\$4 per day.
Sawyer.....	Brooklyn, N. Y.....	Stonecutter.....	\$4.50 per day.
Welsh.....	Utica, N. Y.....	Knitting mill.....	\$12 per week.
Gibbons.....	Philadelphia, Pa.....	Pugilist.....	Unknown.
Stowe.....	New York City.....	Unknown.....	
Hundley.....	Richmond, Va.....	Lineman.....	\$14 per week.
Carlson.....	Clearfield, Pa.....	Railroad engineer.....	\$125 per month.
Tanner.....	Chattanooga, Tenn.....	Traveling salesman.....	\$75 per month.
Schweikhardt.....	New York City.....	Bookkeeper.....	\$60 per month.
Whitehead.....	Winston, N. C.....	Insurance agent.....	\$10 per week.
Leahman.....	Lima, Ohio.....	Farmer.....	Unknown.
Shrigley.....	Columbus, Ohio.....	Musician.....	\$60 per month.
Kee.....	Philadelphia, Pa.....	Shipbuilder.....	\$3.50 per day.
Stewart.....	Conshohocken, Pa.....	Unknown.....	
Graham.....	St. Louis, Mo.....	do.....	
Henry.....	Philadelphia, Pa.....	do.....	
Ryan.....	Newburgh, N. Y.....	Owens butcher shop.....	
Hassman.....	New York City.....	Clerk.....	\$15 per week.
Ednay.....	Phoenix, Va.....	Owens saloon.....	
Sanderlin.....	Salem, N. J.....	Carpenter.....	\$2.50 per day.
Ayers ^a			
Beissel.....	Shenandoah, Pa.....	Miner.....	\$3.50 per day.
Naill.....	Wilmington, Del.....	Car conductor.....	\$14 per week.
Pickering.....	Council Bluffs, Iowa.....	Carpenter.....	\$2.50 per day.
Hawkey.....	Jersey City, N. J.....	Bartender.....	\$15 per week.
Smith.....	Newark, N. J.....	Car conductor.....	\$14 per week.
Glass.....	Shamokin, Pa.....	Miner.....	\$3.50 per day.

^a Dead.

One hundred and nineteenth Company, Fort Mott, N. J.—Continued.

Name.	Place.	How employed.	Salary.
House.....	Manchester, Ky.....	Farmer.....	Unknown.
Garland.....	do.....	do.....	Do.
Brown.....	Chicago, Ill.....	Plumber.....	\$4 per day.
Hoop.....	Pleasant Valley, Pa.....	School-teacher.....	\$45 per month.
Marx.....	Chicago, Ill.....	Salesman.....	\$13 per week.
Bateman.....	Bridgeport, Conn.....	Clerk.....	\$12 per week.
Holliday.....	Boston, Mass.....	Ball player.....	Unknown.
Bailey.....	Baltimore, Md.....	Laundryman.....	\$15 per week.
Milner.....	New York City.....	Car conductor.....	\$14 per week.
Thomas.....	Tennessee.....	Barber.....	Unknown.
McMorris.....	New York City.....	Shipping clerk.....	\$15 per week.
Swindle.....	Baltimore, Md.....	Car conductor.....	\$14 per week.

Thirty-third Company, Fort Columbia, Wash.

The following is a list of men discharged during past year:

Name.	Discharge obtained by—	Position accepted.	Pay.
Geo. Felton.....	Expiration of service.....	Fire department, Portland, Oreg.....	\$85 per month.
Thos. Lewis.....	do.....	Carpenter, Fort Columbia, Wash.....	\$3 per day.
Roy Lynch.....	do.....	Brakeman, Chicago, Rock Island and Pacific R. R.....	\$85 per month.
J. F. Jayne.....	do.....	Painter, Raymond, Wash.....	\$3.50 per day.
Bert Flake.....	do.....	Policeman, Raymond, Wash.....	\$75 per month.
W. Christensen.....	do.....	Farrier, Portland, Oreg.....	\$4 per day.
W. R. Olney.....	do.....	Bartender, Chinook, Wash.....	\$60 per month.
P. Goin.....	do.....	Bartender, Raymond, Wash.....	\$75 per month.
H. Anderson.....	do.....	Tunnelman, Fort Columbia, Wash.....	\$3.25 per day.
Frank Bergaus.....	do.....	Car repairer, Seattle, Wash.....	\$70 per month.

Men discharged here say they have positions as fisherman, tunnelman, lumberman, carpenter, and railroad and construction work offered them at wages ranging from \$3 per day to \$5 per day, consequently very few reenlist.

Eighty-ninth Company, Fort Banks, Mass.

During year past the following have received their discharges:

Name.	Rank.	Discharge obtained by—	Employed at—	Pay.
Gladden, Joseph J.....	Sergeant, master gunner.....	Expiration of service.....	General Electric Works, Dayton, Ohio.....	\$75 per month.
O'Brien, Thomas E.....	Musician.....	do.....	General Electric Works, Chicago, Ill.....	\$80 per month.
Ross, Stanislas.....	Cook.....	do.....	Carpenter, Fall River, Mass.....	\$3 per day.
Cook, Ken.....	Private.....	Purchase.....	Lumberman, Oceana, W. Va.....	\$90 per month.
Girard, John B.....	do.....	Expiration of service.....	Hat factory, Fall River, Mass.....	\$3 per day.
Lee, Patrick J.....	do.....	Purchase.....	Street-car conductor, Boston, Mass.....	\$70 per month.
Mitchell, Harry.....	do.....	Expiration of service.....	Glass factory, Elmira, N. Y.....	\$3 per day.
O'Rourke, Walter F.....	do.....	do.....	Barber, Fall River, Mass.....	\$80 per month.
Sheehan, William P.....	do.....	Purchase.....	Barber, Winthrop, Mass.....	\$75 per month.
Thompson, Sumner E.....	do.....	do.....	Signalman, railroad, Worcester, Mass.....	\$90 per month.
Thwaites, Joseph.....	do.....	do.....	Marine engineer, Boston, Mass.....	\$100 per month.
Winslow, Howard E.....	do.....	Expiration of service.....	Painter, Marblehead, Mass.....	\$3 per day.

The above-named men, one a master gunner, left the service with the intention of bettering their condition in civil life, and all, without exception, stated that they could not see their way clear to continue in the service at \$13 per month.

Thirty-fourth and Ninety-third Companies, Fort Stevens, Oreg.

Within the year ending August 23, 1907, 77 enlisted men have been discharged from the two companies at this post, 2 by purchase and 75 by expiration of service.

Seven of this number reenlisted in the companies from which discharged, and 8, as far as known, reenlisted elsewhere.

Plenty of work can be obtained in this vicinity at \$2.50 per day and up. Discharged soldiers can always get employment in this locality at wages from two to four times as great as that paid them in the service for work not much in excess of what is required in an artillery garrison at present.

The following are fair examples of the employment obtained by discharged soldiers in this vicinity:

Name and rank.	Company.	Discharge obtained by—	Position accepted.	Pay.
Henry Pfeiffer, private..	Thirty-fourth ..	Expiration of service.	Fireman, quartermaster's department, Fort Stevens, Oreg.	\$60 per month.
Peter A. Wettleson, sergeant.	do.....	do.....	Rodman, United States Engineers, Fort Stevens, Oreg.	\$75 per month.
Roy B. Dodd, corporal.	do.....	do.....	Brakeman, United States Engineers, Fort Stevens, Oreg.	\$70 per month.
Eugene Sullivan, private.	do.....	do.....	Conductor, street railroad, Seattle, Wash.	Not known.
Wm. B. Chilton, sergeant.	do.....	Purchase.....	Clerk in the E. M. Lally grocery store, Hammond, Oreg.	\$60 per month.
Ernest L. McGowan, corporal.	Ninety-third ...	Expiration of service.	Laborer, Callender Navigation Co., Astoria, Oreg.	\$65 per month.
Edward E. Simmons, corporal.	do.....	do.....	Motorman, Seattle Street Railway Co., Seattle, Wash.	\$60 per month.
John T. Johnson, corporal.	do.....	do.....	Civil employee on the United States cable ship Burnside.	\$50 per month and found.
George A. Lowdell, private.	do.....	do.....	Laborer, Kelly's sawmill, Warrenton, Oreg.	\$2.75 per day.
John E. Eckman, corporal.	do.....	do.....	Bartender, Wright's saloon, Hammond, Oreg.	\$75 per month.
Henry A. Lehman, private.	do.....	do.....	Laborer, Seaside Saw Mill, Seaside, Oreg.	\$2.75 per day.
Ben F. Gilbreth, corporal.	do.....	do.....	Laborer in a logging camp, Eugene, Oreg.	\$3.25 per day.
Thomas Blackwell, corporal.	do.....	do.....	Laborer, Seaside Saw Mill, Seaside, Oreg.	\$2.75 per day.
William Senn, cook.	do.....	do.....	do.....	Do.
William Hoover, sergeant.	do.....	do.....	Laborer in a logging camp, Rainier, Oreg.	\$3.50 per day.
Frank Jelinek, private ..	do.....	do.....	Carpenter, United States Engineers, Fort Stevens, Oreg.	Do.
Charles W. Lawrence, corporal.	do.....	do.....	Laborer in a box factory, Portland, Oreg.	\$2.50 per day.
Walter Cowley, private..	do.....	do.....	Laborer in sawmill, St. Johns, Oreg.	Do.



SIXTY-NINTH COMPANY, COAST ARTILLERY, FORMED FOR DRILL, FORT MONROE, VA.; 54 MEN IN RANKS ONE OF THE LARGEST COMPANIES IN THE SERVICE.
 BLANK SPACE REPRESENTS A SHORTAGE OF 70 MEN.



COMPOSITE COMPANY, 124 MEN, FORMED TO SHOW THE MANNING DETAIL REQUIRED FOR THIS BATTERY, THREE 12-INCH GUNS.

First Band, Third, Nineteenth, Thirty-sixth, Ninety-ninth, and One hundred and forty-fourth Companies, Fort Moultrie, S. C.

Within the past year the following-named men have been discharged by purchase or expiration of term of service to accept better positions in civil life:

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
Carl M. Fremstead....	First Band....	Purchase....	Musician, Jacksonville, Fla.	\$20 per week.
Maz Pallmer.....	Nineteenth.....	do.....	Hotel clerk, Charleston, S.C.	\$100 per month.
Maxey R. Day.....	Third.....	Expiration of service.	Clerk at navy-yard, Charleston, S. C.	\$90 per month.
Herman Albrecht.....	do.....	Purchase....	Laundry business, Moultrieville, S. C.	\$100 per month.
Reuel C. Crawford.....	do.....	Expiration of service.	Storekeeper, Clemson College, S. C.	\$60 per month.
Gamewell Brunson.....	do.....	do.....	Street-car conductor, Charleston, S. C.	Do.
Joseph E. Crosby.....	do.....	do.....	Police force, Charleston, S. C.	Do.
Samuel B. McClary.....	do.....	do.....	Street-car conductor, Charleston, S. C.	Do.
Zonnie Coward.....	do.....	do.....	Bookkeeper in wholesale house, Charleston, S. C.	\$75 per month.
Allan Lewis.....	do.....	do.....	Pawnbroker, Charleston, S. C.	\$100 per month.
Michael Shatus.....	do.....	do.....	Barber, Columbia, S. C.	\$50 per month.
James C. Cameron.....	do.....	do.....	Street-car conductor, Charleston, S. C.	\$60 per month.
Clyde E. Slick.....	do.....	do.....	Clerk at navy-yard, Charleston, S. C.	\$90 per month.
Powel R. Robertson.....	do.....	do.....	Fireman on Southern R. R.	Do.
William L. Singleton.....	do.....	do.....	Police force, Chicago, Ill.	\$75 per month.
Jacob Meitzler.....	do.....	Purchase....	Bartender, Jacksonville, Fla.	Do.
Elisha Green.....	Thirty-sixth.....	do.....	Post-office clerk.....	Do.
Spurgeon Garwood.....	do.....	Expiration of service.	Fireman, Southern R. R.	\$85 per month.
Luther Gott.....	do.....	do.....	Police force, Charleston, S. C.	\$55 per month.
Samuel N. Cash.....	Ninety-ninth.....	Purchase....	Laborer, Engineer Department, U. S. Army.	\$70 per month.
James Christian.....	do.....	do.....	Junk buyer, Constantine, Mich.	\$50 to \$75 per month.
Robert P. Roloff.....	do.....	Expiration of service.	Laborer in distillery, Peoria, Ill.	\$2.50 per day.
Ralph A. Schofield.....	do.....	do.....	Street-car motorman, Charleston, S. C.	\$60 per month.
John Klein.....	do.....	do.....	Machinist, Kansas City, Mo.	\$90 per month.
Joseph Z. Gibbs.....	do.....	do.....	Carpenter, Huntington, W. Va.	Do.
Herman W. Rathert.....	do.....	do.....	Butcher, Salina, Kans.	\$60 per month.
Grover Schlegel.....	do.....	do.....	Electrician, Indianapolis, Ind.	\$3.50 per day.
Lucius A. Gardner.....	One hundred and forty-fourth.....	do.....	Telegraph operator.....	\$65 per month.
William A. Wingard.....	do.....	do.....	Carpenter.....	\$15 per week.

The command from Fort Moultrie, S. C., appeared in public at Statesburg, S. C., August 14, 1907, at the unveiling ceremonies of the General Sumter monument. Four of the companies had to be combined to form two. All the companies were greatly reduced. The command now averages 51 men per company.

Fifty-sixth Company, Fort Wadsworth, New York Harbor.

The following-named soldiers were discharged within past year ended October 10, 1907:

Name.	Discharge obtained by—	Position accepted.	Pay.
Schultz, Cristoph J.....	Purchase....	Assistant instructor, school of languages.	\$900 per annum.
Jenkins, Ernest.....	do.....	Interborough Rapid Transit Co.	\$16 per week.
Lessen, Armer.....	do.....	Grocer's clerk.....	\$15 per week.
McKeown, Howard.....	do.....	Butcher.....	\$18 per week.
Crump, Clay K., first sergeant.	Expiration of service.	South American railroad.....	\$125 per month.
Brickey, George W., sergeant.	do.....	Mining, South America.....	\$150 per month.
Langston, Oscar, sergeant.....	do.....	United States Express Co.....	\$18 per week.

Fifteti Company, Fort Wadsworth, N. Y.

Soldiers discharged from Fiftieth Company in the last-year were as follows:

Name.	Discharge obtained by—	Position accepted.	Pay.
Eugene Odette.....	Expiration of service.....	Machinist, Providence, R. I..	\$65 per month.
Harry Schoenfeld.....	do.....	Manager of an optical goods manufactory.	\$150 per month.
John Gressh.....	do.....	Machinist, Staten Island, N. Y.	\$65 per month.
Edwin C. Knox.....	do.....	Conductor on street car, New York City.	\$75 per month.
Earl C. Hart.....	do.....	Clerk in wholesale hardware store, New York City.	\$70 per month.
Edgar M. Burr.....	Purchase.....	Draftsman in civil service, New York City.	\$1,650 per year.
James Smith.....	do.....	Manager of father's farm in Arkansas.	
Charles Robinson.....	Expiration of service.....	Conductor on street car, Jersey City, N. J.	\$75 per month.
Charles Lufkin.....	do.....	Partnership with father in ice business, Swampscott, Mass.	
Herman Caminski.....	do.....	Guard on subway, New York City.	\$60 per month.
John Shuber.....	Per Special Order No. 29, War Department, 1906.	Bricklayer, in New York City.	\$4 per day.

Eighty-sixth Company, Fort Wadsworth, N. Y.

Name.	Discharge obtained by—	Position accepted.	Pay.
Joseph M. Cole.....	Purchase.....	Draftsman New York City civil service.	\$1,800 per year.
John W. Phelps.....	Expiration of service.....	Storekeeper, Ransome Concrete and Machinery Co.	\$60 per month.
Getta Woodward.....	Purchase.....	Motorman.....	\$15 per week.
Charles A. Major.....	do.....	Guard, subway, New York City, N. Y.	\$17.50 per week.
Robert E. Pritchard...	Expiration of service.....	Railway engineer, Pennsylvania R. R.	\$80 per month.
Depke Frank.....	do.....	Fireman, New Jersey R. R...	\$65 per month.
John Broskey.....	do.....	Driver of beef wagon for Swift Beef Co.	\$15 per week.
Joseph Burns.....	do.....	Street-car conductor, Newark, N. J.	\$18 per week.

Second Band, Fifth and Forty-ninth Companies, Fort Williams, Me.

One year ago the Second Band, Coast Artillery Corps, had 25 enlisted men, the Forty-ninth Company 87, and the Seventy-fourth Company 89 men. To-day the Second Band has 25 men, the Fifth Company 61, the Forty-ninth Company 59, and the One hundred and fifty-fifth Company 28 enlisted men.

During the same period, with but a very few exceptions, all discharged men from this post have accepted positions, of which the following is a citation of individual instances that happen to be known at the present time, viz:

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
Clar Farmer.....	Forty-ninth....	Purchase.....	Foreman, stave mill in Kentucky.	\$3.50 per day.
Geo. W. Wainwright...	Fifth.....	do.....	Lineman, Portland, Me....	\$2.50 per day.
Archie Cochrane.....	do.....	do.....	Plumber, Portland, Me....	Do.
Thomas Willett.....	Second Band....	do.....	Machinist, Portland, Me....	\$14 per week.
Rudolf Braun.....	do.....	do.....	Clerk, tea store, Portsmouth, N. H.	\$15 per week.
Vincent Chapman.....	Forty-ninth....	Expiration of service.	Plumber, Portland, Me....	\$3.50 per day.
Homer M. Collins.....	do.....	do.....	Draftsman, Panama Canal.	\$1,400 per year.
John T. Tibault.....	do.....	do.....	Spinner, Somersworth, N.H.	\$4 per day.
John L. Swift.....	do.....	do.....	Fireman, Maine Central R. R., Portland, Me.	\$2.85 per day.
Lee R. Doyle.....	do.....	do.....	Carpenter, Portland, Me....	\$3.50 per day.
Earnest P. George.....	do.....	do.....	Night clerk, hotel, Portland, Me.	\$15 per week.
Joseph Sheridan.....	do.....	do.....	Timekeeper, Portland, Me.	\$2.65 per day.
Frank Brown.....	do.....	do.....	Salesman, Portland, Me....	\$14 per week.

Enlisted men at this post are required to work with and do the same kind of work as civilians for much less pay in such cases as the following:

The civilian fireman at the post power plant is paid \$60 per month, while the enlisted fireman only gets \$30 per month. The civilian engineer in the same plant gets \$100 per month, the enlisted engineer \$65 per month.

Electrical assistants and linemen of the Signal Corps (civilians) are paid from \$75 to \$100 per month; enlisted men doing the same work are paid from \$13 to \$20 per month.

Ordnance mechanics and ordnance helpers are paid from \$60 to \$90 per month; enlisted men doing the same work are paid \$18 per month.

The quartermaster at this post has a civilian clerk who is paid \$80 per month, doing the very same work that enlisted men are required to do for 35 cents per day, while the post quartermaster-sergeant has all of the responsibilities of the office and only gets \$34 per month.

The engineers in charge of construction in this harbor have had considerable difficulty in getting men during the last year, paying common day laborers \$2 per day and carpenters and mechanics from \$3.50 to \$5 per day. They are employing a number of discharged soldiers.

Eighty-third Company, Fort Revere, Mass.

Name.	Rank.	Discharge obtained by—	Present position.	Salary.
Joseph C. Ball.....	Private...	Purchase.....	Bartender, Atlanta, Ga.....	\$70 per month.
Ernest Rosseau.....	Sergeant..	Expiration of service.	Edison Works, Boston, Mass..	Do.
Joseph Desmond.....	Corporal..	do.....	Nantasket Boat Co., Boston, Mass.	Do.
Wm. H. Spencer.....	do.....	do.....	Edison Works, Boston, Mass..	Do.
Joel J. Burton.....	Private...	Purchase.....	Butcher, Galveston, Tex.....	\$75 per month.
John O. Hubbard.....	do.....	Expiration of service.	Carpenter, Kewanee, Ill.....	\$3.50 per day.
A. J. Sexton.....	do.....	Purchase.....	Motorman, Boston, Mass.....	Do.
Robert M. Paxton.....	Sergeant..	do.....	Fish dealer, Boston, Mass.....	\$75 per month.
Edw. Tracey.....	Corporal..	do.....	Clerk, Hull, Mass.....	Do.
John C. Scott.....	Private...	Expiration of service.	Engineer, Cincinnati, Ohio.....	\$100 per month.
Oscar Pittock.....	Corporal..	do.....	Engineer, Scranton, Pa.....	\$120 per month.

A private of the Signal Corps was discharged at Fort H. G. Wright in November, 1903 or 1904, and was given a position by the De Forest Wireless Telegram Company at \$200 per month. He tried to get discharged about a month before his time was up in order to accept the situation, but was not permitted to do so.

Another ex-private of the Signal Corps was at that time getting \$300 per month in charge of a wireless station in South America.

Eighth Band, Fort Barrancas, Fla.

Number of enlisted men in band on October 1, 1907.....	17
Number authorized.....	28
Percentage of those authorized.....	60.7

Corporal Olin R. Weaver purchased discharge on September 7, 1907, to become a farm laborer, claiming that he could make better pay as a farm laborer than he could as a corporal in the band.

Corporal John A. Nurnberger purchased his discharge on September 26, 1907, to become an assistant in a tailor shop, claiming that he could make more pay in this capacity than he could as a corporal in the band.

Within the last three months five good musicians have been discharged, and none of them reenlisted for the reason that they could do better elsewhere.

Sergeant Karl Schrickel, discharged May 25, 1907, and Chief Trumpeter Arthur G. Fredin, discharged April 24, 1907, both excellent musicians, and both with excellent records in the band, failed to reenlist after six years' service because they could make better pay on the outside.

CAVALRY.

Fourth Cavalry, Troop G, Fort Snelling, Minn.

The following were discharged during last three years from Troop G, Fourth Cavalry:

Name.	Rank.	Position accepted.
Brewer.....	Sergeant.....	Bookkeeper in bank.
Burroughs.....	do.....	Conducting feed and grain store.
Kimball.....	do.....	Farming and stock raising.
Kurtz.....	do.....	Immigration inspector.
Wilkinson.....	do.....	Street-car conductor.
Smith, J.....	do.....	Assistant train dispatcher.
Smith, T.....	do.....	Lieutenant in Philippine Constabulary.
Allmond.....	Trumpeter.....	Machinist.
Algier.....	Private.....	Plumber in New York.
Crippen.....	do.....	Bookkeeper.
Cuniff.....	do.....	Grocery clerk.
Hendershot.....	do.....	Do.
Davidson.....	do.....	Railroading.
Kouns.....	do.....	Teamster, Quartermaster's Department, U. S. Army.
Reed.....	do.....	Railroading.
Royster.....	do.....	Packer, Quartermaster's Department, U. S. Army.
Trainer.....	do.....	Mounted police.

Thirteenth Cavalry, Troop H, Fort Myer, Va.

The following were discharged since May 4, 1906:

Name.	Rank.	Date of discharge.	Service at date of discharge.	Reasons given for purchase of discharge.
			<i>Years.</i>	
Lewis Hyman.....	Private.....	May 4, 1906	2	Better pay and prospects.
Arnold S. Miseriz.....	do.....	June 4, 1906	2	Do.
Frank D. Dennison.....	do.....	July 7, 1906	7	Better pay to enable him to support mother.
Paul W. Gottschok.....	do.....	Dec. 12, 1906	6	Position on Southern Ry. giving more pay.
Edward A. Strachan.....	First sergeant.....	Dec. 22, 1906	9	Civil-service appointment.
Edgar Pullman.....	Private.....	Jan. 21, 1907	8	To accept position at \$80 per month.
Will Chitty.....	do.....	Apr. 20, 1907	2	To accept position at \$16 per week.
Frank J. Ryan.....	do.....	Mar. 21, 1907	2	Do.
Paul J. Corn.....	Corporal.....	July 12, 1907	2	To take charge of his father's business.
Sidney P. Corn.....	Private.....	Sept. 23, 1907	2	Not known.
Edmund Smith.....	Corporal.....	Oct. 4, 1907	4	Better pay and prospects.

All these men have been heard from and are holding positions of average salary \$20 per week.

Sixth Cavalry, Troop F, Fort Meade, S. Dak.

[Last eighteen months.]

Name.	Rank.	Length of service.	Discharge obtained by—	Position accepted.	Pay.
		<i>Years.</i>			
Burnett, Henry H.....	Sergeant.....	12	Expiration of service.	Fireman, Chesapeake and Ohio R. R.	\$120 per month
Kelley, George.....	Quartermaster-sergeant.	2	Purchase.....	do.....	Do.
Hill, Elwin S.....	Sergeant.....	6	Expiration of service.	Brakeman, Chicago and Northwestern R. R.	\$80 per month.
Hunt, Frank B.....	do.....	3	do.....	Fireman, Chicago and Northwestern R. R.	\$120 per month.
Bennett, Wm. P.....	do.....	3	do.....	Ranchman, South Dakota.	\$40 per month, board and room.



TROOP K, EIGHTH CAVALRY, FORT ROBINSON, NEBR., AT DRILL.



COMPOSITE TROOP FORMED BY COMBINING TROOPS A, B, C, AND D, EIGHTH CAVALRY, TO SHOW A TROOP AT FULL PEACE STRENGTH.

Sixth Cavalry, Troop F, Fort Meade, S. Dak.—Continued.

Name.	Rank.	Length of service.	Discharge obtained by—	Position accepted.	Pay.
Lee, Henry H.....	Blacksmith...	Years. 3	By order, convenience of Government.	Blacksmith, Quartermaster's Department.	\$60 per month, board and room.
James, Ernest.....	Private.....	2½	do.....	Brakeman, Chicago and Northwestern R. R.	\$80 per month.
Foster, Robert L.....	do.....	11	Expiration of service.	Street-car conductor, Chicago, Ill.	\$70 per month.
Kline, John B.....	Blacksmith...	3	do.....	Blacksmith, Baltimore, Md.	\$75 per month.
Garland, Winfield	Private.....	3	do.....	Butcher, Boston, Mass.	\$85 per month.
Swanton, Elmer E. E.....	do.....	3	do.....	Brakeman, Chicago and Northwestern R. R.	\$80 per month.

Sixth Cavalry, Troop D.

FORT MEADE, S. DAK., October 5, 1907.

Capt. JOHNSON HAGOOD, U. S. Army,

Washington, D. C.

SIR: It may be useful to you to know something about the troop—I mean facts which will indicate whether or not the men have any grievances and leave the service because of anything other than a desire to better their condition.

Present strength of Troop D, Sixth Cavalry, is 50 men, with length of service as follows:

	Years.
11 noncommissioned officers.....	4 to 24
2 noncommissioned officers.....	2 to 3
1 cook.....	16
6 privates.....	4 to 10
6 privates.....	2 to 3
Twenty-four recruits, with less than one year's service.	

The length of service of my noncommissioned officers is as follows:

	Years.
First sergeant.....	11
Second sergeant.....	12
Third sergeant.....	24
Fourth sergeant.....	9
Fifth sergeant.....	7
Sixth sergeant.....	10
Seventh sergeant.....	2½
Eighth sergeant.....	6
First corporal.....	6
Second corporal.....	15
Third corporal.....	13
Fourth corporal.....	4
Fifth corporal.....	2½

In addition to these I have 1 private with ten years', 1 with eight years', 1 with five years', and 3 with four years' service.

All these old men remain in the service simply because they like it and not because they can not do better in civil life. A number of them would have gone out this month when the troop was reorganized for service in the Philippines had it not been for their hope and belief that their pay will be increased.

In the past year there have been but two desertions from this troop—one a man who became involved with a woman and the other a recruit of less than two months' service and less than a week in the troop. There have been but two trials by general court-martial, one of the above deserters, the other for insubordination to a non-commissioned officer.

List of men discharged from Troop D, Sixth Cavalry, from May, 1906, to the present date, whose present employment and their respective rates of pay are known, viz:

Name.	Rank.	Discharge obtained by—	Employment.	Rate of pay.
Wm. A. Carmichael...	Private...	Purchase.....	Railroad brakeman..	\$100 per month.
Robert Bennett.....	do.....	Expiration of service.	Farmer.....	\$45 per month.
Lyman Evans.....	do.....	do.....	Street-car conductor..	\$75 per month.
Thomas Holleran.....	Corporal.....	do.....	Miner.....	\$3 per day.
Clem Craig.....	do.....	do.....	Railroad fireman.....	\$83.50 per month.
Herman Willmering.....	Private.....	do.....	Railroad brakeman.....	\$80 per month.
Fred Hanewinkel.....	do.....	Purchase.....	Tailor.....	\$90 per month.
C. B. Chrisman.....	do.....	Expiration of service.	Teamster.....	\$65 per month.
George D. Paige.....	do.....	do.....	Shoemaker.....	\$5 per day.
C. H. Hedges.....	do.....	do.....	Railroad brakeman.....	\$80 per month.
Harry Gibson.....	Sergeant.....	Convenience of the Government.	Miner.....	\$3.50 per day.
J. J. Fitzgerald.....	Private.....	do.....	do.....	\$3 per day.
John A. Mattice.....	do.....	do.....	do.....	Do.
Coke M. Tinsley.....	do.....	do.....	do.....	Do.
James C. C. Whalen.....	do.....	do.....	do.....	Do.
Heymaon F. Jeffers.....	do.....	do.....	Stationary engineer.....	\$90 per month.
Zonnie Edwards.....	do.....	do.....	Teamster, Quartermaster's Department.	\$40 per month.

The following is a list of men discharged from Troop D, Sixth Cavalry, whose present employment is not known, but who have left the service to improve their condition and have not reenlisted, viz:

Name.	Rank.	Discharge obtained by—	Date.	Occupation.
Daniel J. Maloy.....	Corporal.....	Expiration of service.....	Jan. 8, 1907	Farmer.
William E. Sargent.....	do.....	do.....	June 15, 1907	Fireman.
Wilson Authement.....	Private.....	do.....	Feb. 28, 1907	Salesman.
Walter H. Crain.....	Corporal.....	do.....	June 19, 1907	Saddler.
Charles P. Myers.....	Trumpeter.....	do.....	June 23, 1907	Laborer.
Earl Haynes.....	Private.....	do.....	June 16, 1907	Miner.
Mathew C. Hudson.....	do.....	do.....	June 20, 1907	Weaver.
Frank J. Nicholson.....	do.....	do.....	June 19, 1907	Laborer.
Harold V. Owen.....	do.....	do.....	June 21, 1907	Harnessmaker.
Frank M. Smith.....	do.....	do.....	June 17, 1907	Laborer.
John J. Griffin.....	Sergeant.....	do.....	July 11, 1907	Soldier.
Timothy G. Clifford.....	Private.....	do.....	July 24, 1907	Laborer.
John Keefe.....	do.....	do.....	July 10, 1907	Do.
Edward Stewart.....	do.....	do.....	July 6, 1907	Do.
Ralph Allen.....	do.....	Convenience of the Government	Sept. 9, 1907	Do.
Howard L. Summers.....	do.....	do.....	do.....	Do.
Melville H. Jenkins.....	do.....	By purchase.....	June 27, 1907	Student.

The current rates of pay in this vicinity are as follows: Laborer, \$2.50 per day, not less; carpenter, \$4 per day; blacksmith, \$5 per day; mason, \$5 per day; bricklayer, \$5 to \$7 per day; teamster, \$45 to \$65 per month, including rations or board; farmer, \$30 to \$50 per month, including rations or board; clerk, \$65 to \$150 per month; miner, \$3 to \$5 per day; fireman, \$4 to \$5 per day; electrician \$75 to \$150 per month.

Cases of enlisted men who are offered unusually good positions in civil life and who will be influenced by increased pay: Grover C. Drake, sergeant and acting sergeant-major, \$75 per month as clerk in Santa Fe Railroad office at San Francisco, Cal.; Arthur E. Nesbitt, corporal troop clerk, \$100 per month as salesman for the Diamond Ink Company, of Milwaukee, Wis.; August F. Viel, sergeant, \$4.50 per day, as fireman, Burlington Railroad.

Respectfully submitted.

GEORGE L. BYRAM,
Captain, Sixth Cavalry, Commanding Troop D.

Fourteenth Cavalry, Troop M, Yosemite National Park.

Name.	Discharge obtained by—	Present position.	Salary per month.
L. C. Calloway.....	Purchase.....	Panama police force.....	\$125
A. O. Redmond.....	Expiration of service.....	Teamster, Erie, Pa.....	80
John L. Ryan.....	By favor.....	Lumber yard, Madera, Cal.....	120
Frank H. Duncan.....	do.....	Wells, Fargo & Co., Denver, Colo.....	85
Chas. E. Dunlop.....	Expiration of time.....	Bartender, San Francisco, Cal.....	75
Wm. F. Lerch.....	Expiration of service.....	Fireman, Pennsylvania R. R.....	90
Roy A. Walker.....	By favor.....	Fireman, Michigan Central, Saginaw, Mich.....	90
Chas. G. Williams.....	Expiration of service.....	Fireman, Yosemite Valley R. R.....	100
Chas. Woodman.....	do.....	Sawmill.....	90
John W. Williams.....	do.....	Street-car conductor.....	75

Fourteenth Cavalry, Troop I, Yosemite National Park.

The following is a list of men discharged during the year ended October 11, 1907:

Name.	Discharge obtained by—	Position accepted.	Pay.
Claude E. Spence.....	Purchase.....	Brakeman, Southern Pacific R. R., San Jose, Cal.	\$90 per month.
Guss Lawson.....	Expiration of service.....	Janitor, Union Iron Works, San Francisco, Cal.	\$100 per month.
Leonard Robinson.....	Purchase.....	Hostler, Union Iron Works, San Francisco, Cal.	\$80 per month.
Dennis J. Sullivan.....	Expiration of service.....	Horseshoer, Reno, Nev.....	\$4 per day.

Fourteenth Cavalry, Troop G, Presidio, San Francisco, Cal.

Since this troop returned from the Philippine Islands, about two years ago, among probably others, the following-named discharged men have done well in civil life, as shown in table below:

Name.	Position.	Pay.
L. W. Morrison.....	Switchman, Southern Pacific R. R.....	\$110 per month.
G. W. Ewing.....	Bartender.....	\$75 per month.
O. H. Nelson.....	Stonemason.....	\$7 per day.
J. O. Powell.....	Railway clerk.....	\$85 per month.
J. Omlor.....	Miner.....	\$5 per day.
T. O. Mahan.....	Glass blower.....	Do.

All the above men were discharged by purchase.

Fourteenth Cavalry, Troop H, Presidio, San Francisco, Cal.

Within the past year 1 corporal has been discharged by purchase and 1 corporal and 3 privates were discharged by reason of expiration of service. None of these men have reenlisted, owing to the fact that they have good positions in civil life which pay from \$75 to \$100 per month.

The following is a citation of individual instances of the above-mentioned men:

Name.	Discharge obtained by—	Position accepted.	Pay per month.
John B. Ellis.....	Purchase.....	Shipping clerk.....	\$80
John H. Carlton.....	Expiration of service.....	Molder.....	100
James Cosgrove.....	do.....	Laborer on golf links.....	75
Lawrence B. Savage.....	do.....	Railway clerk.....	75
Harry J. Vogel.....	do.....	Glass worker.....	80

From personal conversations with the above-named men and other men of this troop I am convinced that the reason men do not reenlist is because they can get positions in civil life that pay from \$75 to \$100 per month. Soldiers are required to work with and do the same kind of work as civilians drawing from \$3 to \$5 per day on such duty as repair of buildings, painting, plumbing, and tinning.

In the month of December, 1907, this troop will discharge 16 men by reason of expiration of service, and all of these men have signified their intention not to reenlist unless they receive an increase of pay.

Eighth Cavalry, Troop F, Fort Yellowstone, Wyo.

Name.	Troop.	Discharge obtained by—	Continuous service.	Position accepted.	Pay per month.
			<i>Years.</i>		
Samuel Cornfield.....	F	Expiration of service.	6	Watchman, New York City.....	\$80
John F. Fleming.....	F	do.....	6	Plumber.....	90
Charles Emrick.....	F	do.....	6	Fireman, Great Northern R. R., Havre, Mont.	\$100 to 150

These are the only specific instances I can call to mind now, but there have been several men discharged here within the past four months, and not a single reenlistment of any one of them has been made. This in itself speaks volumes.

For some time I have questioned the men in the two Eighth Cavalry troops stationed here why they would not reenlist, and in every case they said: "Times are good outside, and we can do better," etc. This was particularly noticeable in San Francisco, when Troops F and G were there after landing from the Philippines. Ordinary laborers were offered \$3 per day, and men who understood electricity, plumbing, carpenter work, etc., tried, in several instances, to purchase discharges. Several were discharged there, and in not one instance did they reenlist. Since 1905 I know of only two reenlistments in Troops F and G, and both of these were the respective troop first sergeants.

Second Cavalry, Troop L, Fort Des Moines, Iowa.

The following men were recently discharged from Troop L, Second Cavalry:

Name.	Troop.	Discharge obtained by—	Position accepted.	Pay.
George De Sass.....	L	Purchase.....	Newspaper work.....	\$60 per month and expenses.
Jesse Caho.....	L	do.....	Bartender.....	\$50 per month, board, and lodging.
Frank P. Chapman....	L	do.....	Motorman street-car service.	\$70 per month.
Alonzo Marsh.....	L	Expiration of service (6 years).	Conductor street-car service.	Do.
Morgan.....	L	do.....	Miner.....	\$3.50 per day.
Riplinger.....	L	Expiration of service (3 years).	Blacksmith.....	\$3 per day.

Thirteenth Cavalry, Troop M, Fort Leavenworth, Kans.

Name.	Discharge obtained by—	Position accepted.	Pay.
Private Jesse Newcomer.....	Expiration of service.	St. Louis & San Francisco R. R.	\$75 to \$80 per month.
Private Bert Merideth.....	do.....	Plumbing.....	\$3.50 per diem.
Sergt. Manford M. Eastborn....	do.....	Herding cattle.....	\$50 per month.
Sergt. Leonard Staten.....	do.....	Telegraph operator.....	\$65 per month.
Private Edward Morgan.....	do.....	Coal miner.....	\$2.75 per diem.

The following enlisted men contemplate leaving the service in order to accept better paying positions: First Sergt. Wm. F. Hamby, Troop M, Thirteenth Cavalry, offered position with St. Paul Electric Railway and Kansas City Electric Railway at approximately \$75 per month; Sergt. Edward M. Brainard, Troop M, Thirteenth Cavalry, applicant for spring, 1908, civil-service examination for stenographer and typewriter, Philippine service, salary \$1,400 per annum.

In recent years there have been but few reenlistments in this organization, the general feeling being that under present conditions of pay greater opportunities are offered in civil life.

Thirteenth Cavalry, Fort Leavenworth, Kans.

TROOP I.

Name.	Discharge obtained by—	Position accepted.	Pay.
John Biles.....	Purchase.....	To go in drug business.....	Not known.
Scott W. Brown.....	do.....	Shoe clerk.....	Do.
Warren J. Beal.....	do.....	To assist father in store.....	Do.

TROOP B.

Sergt. W. K. Paine.....	Purchase.....	Carpenter.....	\$5 per day.
Private E. O. Pickett.....	do.....	On ranch.....	\$3 per day.
Private J. E. Mabry.....	do.....	Farmer.....	Owens land.
Cook W. G. Scott.....	Expiration of service.	Cook in restaurant.....	\$60 per month.

First Cavalry, Fort Clark, Tex.

Name.	Organization.	Position.	Pay.
Ira B. Nelson.....	Troop A.....	Locomotive engineer, Denison, Tex.	\$175 per month.
John Stimpf.....	do.....	Carpenter, San Antonio, Tex.	\$3 per day.
Henry C. Taylor.....	Troop C.....	Foreman and salesman, New York Horse Market.	\$75 per month and commission.
Henry Dickey.....	do.....	Foreman, grading contract, California.	\$85 per month.
Charles W. Gilbert.....	Troop D.....	Brakeman, St. Louis Terminal Co.	\$100 per month.
Thomas J. Welch.....	do.....	Fireman, Southern Pacific Rwy...	\$100 and over per month.
John J. McShea.....	do.....	Pennsylvania State Constabulary..	\$60 and allowances.
Charles M. Miller.....	do.....	do.....	Do.
Harold E. Smith.....	do.....	do.....	Do.
John L. Sullivan.....	Troop K.....	Fireman, Southern Pacific Rwy....	\$100 per month; last month \$128.
Elmer E. Stevens.....	Troop L.....	San Antonio street railroad.....	\$60 per month.
Lynn B. Rice.....	do.....	do.....	Do.
Gottfried Buetschle.....	do.....	do.....	Do.
William Criction.....	Troop M.....	do.....	Do.
Edward Kinzel.....	do.....	Powder Works, Periole, Cal.....	\$5 per day.
Charles M. Malone.....	do.....	Winton Auto Co., Cleveland, Ohio.	\$65 per month.
Dennis Pierce.....	Signal Corps.....	Telegraph operator, Flatonia, Tex.	\$100 per month.
John Dahlin.....	Noncommissioned staff.	San Antonio, Tex., street railroad.	\$60 per month.
Alfred J. Phillips.....	Band.....	Fireman, Southern Pacific Rwy....	\$100 to \$130 per month (Sept. \$137).
Erland Carlson.....	do.....	Machinist, Kewanee, Ill.....	\$85 per month.
Robert Toomey.....	do.....	Foreman, paper mills near York, Pa.	\$100 per month.
William Harkin.....	do.....	San Antonio, Tex., street railroad.	\$60 per month.
Thomas E. Noyes.....	Troop A.....	Pennsylvania State Constabulary..	\$65 to \$75 per month and allowances.
Fred C. Miller.....	do.....	do.....	Do.
William Everhart.....	do.....	do.....	Do.
Christopher C. Carr.....	do.....	Farrier, Manlius, N. Y., St. Johns School.	\$125 per month.
Joseph Dahlman.....	do.....	Machinist, Cleveland, Ohio.....	\$4 per day.
Joseph A. French.....	do.....	Stationary Engineer, Detroit, Mich.	\$6 per day.
Robert R. McBride.....	do.....	Telegraph operator, Pennsylvania R. R.	\$125 per month.

All of the above-named men were discharged during the past year.

Men discharged here with character "excellent" have positions offered as motormen and conductors on street railroads at from \$60 to \$75, as firemen on railroads at from

\$80 to \$140, as brakemen at from \$70 to \$100, as guard at United States penitentiary at \$75, etc.

Mechanics can go to work immediately in this vicinity; carpenters get \$3 to \$3.50 per day; machinists \$3.50 to \$5; stationary engineers \$6, and locomotive engineers \$140 to \$175 per month.

Men now at this post have offered them positions at San Antonio Iron Foundry at \$3.50 per day; musicians to work in the mines, drivers, etc., at \$5 per day, to double on brass instruments, at Bisbee, Ariz.; to go on construction work in California, United States Reclamation Service, as rodmen, etc., at \$60 to start.

It is self-evident that men who have passed the physical examination for enlistment, who have been under careful observation for at least three years, are amenable to discipline and are morally and physically above the average, as shown on remarks on discharges, are given preference over others by corporations. This fact was emphasized some time ago when complaint was made by certain railroads that discharge certificates were altered to show excellent character to obtain positions.

There is abundant information in regard to men who have after discharge obtained good positions in civil life, but beyond the few here given, exact figures can not be obtained without considerable correspondence.

FIELD ARTILLERY.

Fourth Field Artillery, Vancouver Barracks, Wash.

Owing to discharges and failure of reenlistments or assignment of recruits, Battery A, Fourth Field Artillery, is so reduced in strength that it could to-day take into the field properly manned only one gun and the ammunition therefor, leaving behind only the necessary number of men to care for unused animals. Battery B could take only two guns and their ammunition.

Corpl. George C. Chute, Battery B, Fourth Field Artillery, excellent character, winner of a medal in pistol competition, was discharged about August 30. Although he was expected to reenlist, he is now a patrolman on the Portland, Oreg., police force at \$100 per month. He was receiving \$17 and allowances.

Out of the same battery Corpl. Thomas H. Cunniff, first-class gunner, discharged September 5, pay \$19, has permanent position at good wages in Portland. Private Abel Ball has applied for discharge by purchase to accept guaranteed position at \$2.75 per day. Sergeants Charles W. Henricks and Walter J. Strecker, both first-class gunners, pay \$21, are applicants for position as patrolmen in Portland, with excellent indorsements at their discharge; the position pays \$100 per month; both like the service. Stable Sergt. William H. Rickman and Sergt. Bert D. Haskins, both first-class gunners, pay \$22 and \$21, are applicants for position as packers upon discharge at \$40 and a ration; both men like the service.

Third and Sixth Regiments, Fort Riley, Kans.

Within the past three months, July 1 to September 30, the batteries of the Sixth Regiment Field Artillery have lost by expiration of service 121 enlisted men, of whom but 13 reenlisted. In almost every case these men stated that their reason for not reenlisting was that they could do better in civil life, even if obliged to work as laborers.

The following instances, known to the noncommissioned staff, Sixth Field Artillery, of men who have left the service for the purpose of bettering themselves are examples which influence other men, to a great extent, to do likewise:

THIRD FIELD ARTILLERY.

Name.	Rank.	Organiza- tion.	Discharge obtained by—	Position accepted.	Pay.
C. M. Sabins.....	Sergeant....	Battery D..	Purchase...	Police force, Wash- ington, D. C.	\$90 per month.
John Green.....	do.....	do.....	Expiration of service.	First Battery, Na- tional Guard, New York City.	\$80 per month.
Charles Kunz.....	do.....	do.....	Purchase...	Pennsylvania Con- stabulary.	\$60 per month.
Peter Feeney.....	do.....	Battery E..	do.....	Park police, Wash- ington, D. C.	\$70 per month.
Archie Auran.....	Private.....	Battery D..	Expiration of service.	Police force, Wash- ington, D. C.	\$90 per month.
John Meyers.....	Sergeant....	do.....	do.....	Pennsylvania Con- stabulary.	\$60 per month.
J. A. Mattola.....	do.....	do.....	do.....	do.....	Do.



FORT SILL, OKLA.: ONE HUNDRED AND NINETEEN HORSES BELONGING TO BATTERY B, FIRST FIELD ARTILLERY, WITH 14 PRIVATES TO FEED AND CARE FOR THEM. WITH FULL BATTERY, PEACE STRENGTH, 85 MEN WOULD BE AVAILABLE FOR THIS DUTY.

SIXTH FIELD ARTILLERY.

Name.	Rank.	Organiza- tion.	Discharge obtained by—	Position accepted.	Pay.
J. K. Alexander....	Sergeant...	Battery A..	Expiration of service.	Clerk, dry goods store.	\$75 per month.
R. W. Abrahamson....	do.....	do.....	do.....	Brass molder.....	\$85 per month.
J. D. Nichols.....	Private.....	do.....	do.....	Painter.....	\$75 per month.
L. W. Wilson.....	do.....	do.....	do.....	Barber.....	\$85 per month.
J. A. Burgees.....	Sergeant....	Battery E..	do.....	Bricklayer.....	\$5 per day.
John Champeno.....	Private.....	do.....	do.....	Stamper in steel mill.	\$125 per month.
Frank Alberts.....	Musician....	do.....	do.....	Conductor, street car	\$65 per month.
Van A. Rupe.....	Sergeant....	do.....	do.....	Barber.....	\$75 per month.
Sidney Childress....	Private.....	do.....	do.....	Laborer in steel mill.	Do.
E. Leisure.....	do.....	do.....	do.....	Railroad brakeman..	\$100 per month.
S. J. Bingham.....	First ser- geant.	Battery F..	Purchase...	Pullman conductor..	\$75 per month.
W. V. Belding.....	Sergeant....	do.....	Expiration of service.	do.....	Do.
R. E. Everett.....	Cook.....	do.....	do.....	Bridge worker.....	\$85 per month.
Charles Prast.....	Private.....	do.....	do.....	Livery stable.....	\$40 per month and board.

Noncommissioned officers who do not reenlist and those who resign frequently state as their reason that their rank brings with it but additional labor and responsibility without any corresponding increase in pay, a condition that does not exist outside the Army.

Private soldiers on extra, and in many cases special, duty in the different departments and headquarters are engaged on duties such as laborer, teamster, fireman, plumber, painter, carpenter, assistant to electricians and engineers, clerks, stenographers, etc., and work with civilians employed by the Government for this work at wages ranging from \$2 to \$4 per day, which is from two to four times the amount paid soldiers, even if on extra duty, a difference which the soldier's allowances in no way make up for.

Those who do reenlist in the majority of cases state that it is the time already served alone which induces them to remain in the service under the present conditions of pay and the opportunities now offered in civil life.

Third Regiment, Battery A, Fort Riley, Kans.

Within the last four months there have been 27 men discharged. Out of this number there are 5 that I know of that occupy the following positions:

Name.	Discharge obtained by—	Position accepted.	Pay per month.
Ernest Miserez.....	Expiration of service.	Printer, Quebec, Canada.....	\$60
William P. Greenwood....	do.....	Tanner, South Hill, Mass.....	75
Rudolph A. Campbell.....	do.....	Molder, Pittsburg, Pa.....	80
James H. Clark.....	do.....	Blacksmith, Kansas City, Mo.....	85
Edward A. Herz.....	do.....	Laborer, coal and wood yard, St. Joseph, Mo.	70

Men are detailed on extra and special duty and working alongside of men and doing the same work as those that are drawing from \$45 to \$75 per month.

Sixth Regiment, Battery B, Fort Riley, Kans.

Name.	Where now employed.	How employed.	Wages.	Pay while in Army.
Walter B. Davis.....	Rochester, N. Y.....	Guard in penitentiary,	\$60 per month....	\$17
Edward Haese.....	Pennsylvania.....	State Constabulary.....	do.....	16
Robert Johnson.....	Nevada.....	Miner.....	\$4 per day.....	16
David Buffington.....	Montana.....	do.....	\$3.75 per day.....	16
James B. Murphy.....	Maryland.....	Coal miner.....	\$100 per month....	14

Third Regiment, Battery D, Fort Riley, Kans.

From May 6 to September 20 there have been 59 men discharged from Battery D. Of that number 4 have reenlisted in the battery, and from all information which can be gained, 6 of the remaining number have returned to the service outside of Fort Riley.

Name.	Rank.	Discharge obtained by—	Position accepted.	Pay.
George K. Banzhof.....	Private.....	Purchase.....	Plumber, Kansas City, Mo.....	\$5 per day.
James F. Hawkins.....	do.....	do.....	Baker, Chitna, Ind. T.....	\$3 per day.
James J. Wilson.....	Musician.....	do.....	Florist, Chattanooga, Tenn.....	Do.
George Heimbree.....	Sergeant.....	Expiration of service.	Street-car conductor, Kansas City, Mo.	\$60 per month.
Joseph L. Hunt.....	do.....	do.....	Baggage master, Kansas City, Mo.	Do.
William A. Clerley.....	Corporal.....	do.....	Clerk, general store, Stamford, Tex.	Do.
Homer O. Friend.....	Sergeant.....	do.....	Machinist's helper, Arkansas City, Ark.	\$2.75 per day.

All of these men were discharged with character "excellent" and would not have quit the service had the pay been of a sufficient amount to compare in any way to that which they receive in civil life.

Soldiers are required to work with and do the same kind of work as civilians who receive from \$40 to \$75 per month in such work as clerk, painter, carpenter, teamster, printer, electrician, lineman, plumber, etc.

Third Regiment, Battery E, Fort Riley, Kans.

Within the last eighteen months quite a number of men have been discharged from this post, either by purchase or by expiration of term of enlistment, and in nearly all cases they have expressed their desire not to reenlist on account of insufficient pay, their reason being that the pay that they could command in civil life would be far better than that of the Army, and the following citation will show that their reasons were correct:

Name.	Rank.	Battery.	Discharge obtained by—	Position accepted.	Pay.
T. A. Sigler.....	First sergeant.....	E.	Purchase.....	Farmer at Foggarty Mills.	\$70 per month.
J. A. Burgess.....	Sergeant.....	E.	Expiration of service.	Brick mason.....	\$5 per day.
W. W. Wildman.....	do.....	E.	do.....	Car shops.....	\$3 per day.
J. T. Cox.....	Musician.....	E.	Purchase.....	Wholesale house.....	\$85 per month.
J. T. Gibbons.....	Private.....	E.	do.....	Teamster.....	\$65 per month.
E. Sheppard.....	do.....	E.	do.....	Car shops.....	\$55 per month.
B. Tebo.....	Corporal.....	E.	do.....	Machinist.....	\$90 per month.
E. Chiles.....	Private.....	E.	do.....	Operator.....	\$60 per month.

Men discharged at this post have often remarked that they would not reenlist for the simple reason that they could do better in civil life, even though they use a pick and shovel.

Men that have worked with skilled mechanics in the post, such as carpenters, painters, plumbers, and blacksmiths, or detailed on work such as helpers, are often more skilled at the same labor, and I am sure that it is not very gratifying when they look at the difference in the pay; at the same time they are compelled to do the same amount of work or lose their extra-duty position.

Fifth Regiment, Battery A, Fort Leavenworth, Kans.

Name.	Discharge obtained by—	Position accepted.	Pay.
First Sergt. J. Boucher.....	Expiration of service.	Street-car conductor.....	\$80 per month.
Corpl. M. Kenney.....	Purchase.....	do.....	Do.
Private Earl Bavler.....	do.....	Landscape gardener.....	\$75 per month.
Private I. Bercovic.....	Expiration of service.	Clerk.....	\$60 per month.
Private Wm. Pelton.....	do.....	do.....	\$70 per month.
Private John Kiernan.....	do.....	Ticket agent.....	\$100 per month.
Sergt. G. Field.....	do.....	Street-car conductor.....	\$80 per month.
Sergt. B. Hagberg.....	do.....	Riding master.....	\$125 per month.
Sergt. A. Hershey.....	do.....	Plumber.....	\$4 per day.
Private D. Ayres.....	do.....	Clerk.....	\$70 per month.

First Regiment, Battery E, Presidio, San Francisco, Cal.

The following men discharged from Battery E within the past seven months:

Name.	Discharge obtained by—	Position accepted.	Pay.
Harry A. Weber.....	Purchase.....	Barber, San Francisco, Cal.....	\$100 per month.
Thomas L. Rodgers.....	do.....	Engineer, Elmo, Wash.....	\$60 per month and found.
Willie J. Kelly.....	do.....	Teamster, San Francisco, Cal.....	\$3.50 per day.
Herman A. Pommer.....	Expiration of service.....	Bartender, San Francisco, Cal.....	\$100 per month.
Charles Evans.....	do.....	Engineer, San Francisco, Cal.....	\$3.50 per day.
Jerry L. Malone.....	do.....	Cigarette maker, San Francisco, Cal.....	\$4 per day.
Russell E. Harris.....	do.....	Street-car conductor, San Francisco, Cal.....	\$3.50 per day.

With the exception of the first two men mentioned, they are men without special training in the positions which they now hold.

First Regiment, Battery F, Presidio, San Francisco, Cal.

The men discharged from Battery F within last year were:

Name.	Discharge obtained by—	Present employment.	Salary per month.
Edw. Sharp.....	Expiration of service.....	In charge of livery stable.....	\$80
Frank Veith.....	do.....	In livery stable.....	75
John Novak.....	do.....	Street-car conductor.....	75
Saml. Sewall.....	do.....	do.....	60
Frank Roberts.....	Purchase.....	Teamster.....	85
Frank Elmore.....	do.....	do.....	85
E. Hollenberry.....	do.....	Working claim.....	
Otto Barff.....	do.....	do.....	
C. C. Williams.....	Expiration of service.....	Acid mixer, Standard Oil Co.....	100
B. Roberts.....	do.....	Southern Pacific R. R.....	70
A. McElwee.....	do.....	Quartermaster's Department.....	a 35
P. D. Smith.....	do.....	Barber.....	80
A. Anderson.....	do.....	Clerk, Southern Pacific R. R.....	100

a With board.

BLACKSMITHS AND FARRIERS.

The condition of the Army now, concerning enlistments, and especially reenlistments, is much more deplorable than at any period in the thirty years that I have had the honor to serve as army veterinarian. Meritorious soldiers at close of their service frequently come to me for letters to employers in the city, viz, merchants, contractors, builders, street-car companies, etc., even the police and fire departments, and always

succeed in getting employment at from \$3 to \$10 per day. We educate horseshoers and farriers and pay them but \$15 per month; then when enlistments expire the city employers are glad to get them at \$5 per day of eight hours.

One recent instance: A most valuable farrier of the First Battalion, Field Artillery, would not reenlist. Rather than lose his services altogether I requested the quartermaster to employ him and put him as attendant in the veterinary hospital on a salary of \$40 per month and a ration (teamster). This was all he could pay. A few months since a veterinarian in the city gave him a good home and \$100 per month for his services; so of course I could not hold him, nor any other good man, under existing circumstances.

Then this "penny-wise-and-pound-foolish" system can not be better illustrated than by the hundreds of public animals condemned annually for chronic lameness, due to the fact that we can not retain the services of competent horseshoers under existing conditions.

R. B. CORCORAN,
Veterinarian, Field Artillery.

[Advertisement from Army and Navy Journal.]

Wanted from the Field Artillery, to purchase discharge and enlist in this command, one first-class horseshoer, character excellent, recommendation from battery commander as to abilities and soldierly qualifications. Salary, \$21 a week. Address, Commanding Officer First Battery Field Artillery, National Guard, New York, 56 West Sixty-sixth street, New York City.

MARIANAO, CUBA, September 9, 1907.

Battery and troop blacksmiths receive \$15 a month for shoeing from 60 to 80 horses monthly and doing other ironwork in addition, while the same class of work in civil life receives from \$75 to \$100 monthly compensation. During my service I have instructed scores of men in horseshoeing and the care of the horse's foot. These men, as well as the men turned out from the Fort Riley School, seldom reenlist, but on the day of their discharge the majority of them walk into jobs, either in the Quartermaster's Department or in civil life, at good wages, never less than \$75 a month in the Quartermaster's Department.

Horseshoeing is one of the most fatiguing works a man can engage in. It demands skill and application, and this trade as practiced in the Army has long been neglected from a remunerative standpoint. "No foot, no horse; no blacksmith, no foot."

GERALD E. GRIFFIN,
*Veterinarian, Third Field Artillery,
Supervising Veterinarian, Quartermaster's Department.*

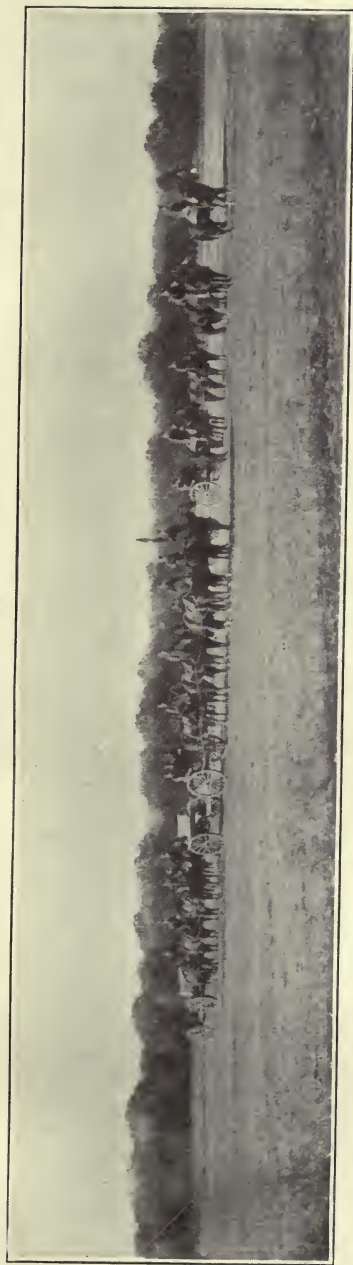
INFANTRY.

Third Infantry, Company M, Fort Wright, Wash.

Since January 1, 1907, 34 men have been discharged from Company M, Third Infantry; 6 have reenlisted, and of that number 3 have reenlisted in the Infantry branch of the service.

The following table shows the pay certain men of the company received as enlisted men and what they now receive as private citizens:

Former rank.	Former pay per month.	Present pay.	Present occupation.
Private.....	\$16	\$100 per month.....	Bushelman in tailor shop.
Do.....	16	\$18 per week.....	Waiter in restaurant.
Do.....	14	\$2.75 per day of 8 hours.....	Teamster.
Do.....	15	\$3 per day of 8 hours.....	Concrete worker.
Do.....	18	\$2.75 per day of 8 hours.....	Laborer in sawmill.
Artificer.....	16	\$70 per month.....	Cheek clerk, freight depot.
Private.....	14	\$18 per week.....	Cook in restaurant.



BATTERY B, FIRST FIELD ARTILLERY, AT DRILL, FORT SILL, OKLA. TWO GUNS 2 CAISSONS, 20 MEN.



COMPOSITE BATTERY, MADE BY COMBINING THREE ORGANIZATIONS TO SHOW A BATTERY AT PEACE STRENGTH.
 1 STORE WAGON, 1 BATTERY WAGON AND FORGE, 2 KIT WAGONS, 115 MEN IN RANKS
 FOUR GUNS, 8 CAISSONS.

Fourth Infantry.

FORT MACKENZIE, WYO., October 1, 1907.

On arrival of the First Battalion, Fourth Infantry, at Fort Mackenzie, Wyo., in October, 1906, the post was still in process of construction. The contractor employed from 50 to 100 men daily. Some of these men were unskilled laborers engaged in digging ditches, grading, etc. The lowest wage for unskilled labor was \$2.50 per day. The skilled laborers, carpenters, masons, and painters received from \$4 to \$5.50 per day.

Sergt. Robert Bieler, Company D, Fourth Infantry, and several others who received furloughs were employed by the contractor at good wages. On return to duty Sergeant Bieler put in his application for discharge by purchase. The contractor who was building the post told me he would guarantee to Sergeant Bieler steady employment for one year at \$4 per day if he could secure his discharge.

The great discrepancy between the pay in civil life in this vicinity and the pay of enlisted men has unquestionably operated to increase discontent among enlisted men. I quote the case of Sergeant Bieler only, but there were numerous others like it.

The inclosed list will show in post the number of men who have been discharged. A still larger number deserted. We can not hope to have men remain satisfied in the ranks with such general opportunity of bettering their condition in civil life.

Since February 1, 1899, I have traveled, in pursuance of orders involving a permanent change of station, 47,754 miles.

In accompanying me, my family, consisting of my wife and two daughters, have traveled 26,458 miles, of which 9,682 miles were by rail.

Since February 1, 1899, I have served three years and five months at home stations and five years and three months on foreign service.

My battalion is under orders for a third tour of Philippine service, to sail March 5, 1908, involving a further travel of 1,566 miles by rail and 8,398 miles by water.

This battalion returned from the Philippine Islands in July, 1905, and is now occupying its third station since arrival, viz: Alcatraz Island, Cal., from July, 1905, to February, 1906; Fort Slocum, N. Y., February, 1906, to October, 1906; Fort Mackenzie, Wyo., since October, 1906.

These changes of station involved 5,373 miles by rail, and the expense to officers with families is simply ruinous.

When the battalion reaches San Francisco on its next trip to the Philippines it will have had two years and seven months at home stations, and officers will have paid during that time for transportation of their families over 6,939 miles.

D. C. SHANKS,

*Major, Fourth Infantry, Commanding First Battalion, Fourth Infantry.**Fourth Infantry, Companies A, B, C, and D.*

List showing enlisted men of this command who have left the service during the past year, giving positions secured in civil life with rate of pay:

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
John L. McNerney....	A	Purchase.....	Owns land on Shoshoni Reservation.	
Adolph H. Sefried.....	A	do.....	Bartender, Sheridan, Wyo.....	\$60 per month.
William Dallman.....	A	do.....	Painter.....	\$4.50 per day.
Joseph Creighton.....	A	do.....	Clerk for Adams Express Co.....	\$80 per month.
Charles C. Carnes.....	A	Expiration of service.	Chicago, Burlington and Quincy R. R.	\$90 per month.
Nicholas Mulhall.....	A	do.....	Plasterer.....	\$50 per month and board.
George McGovern.....	A	do.....	On cattle ranch.....	\$65 per month.
Philip Lang.....	B	Purchase.....	Assistant manager, restaurant.....	\$100 per month.
Dock Evans.....	C	Expiration of service.	Clerk in wholesale store, Alton, Ill..	\$70 per month.
Thomas J. Farley.....	C	do.....	Bartender, Columbus, Ohio.....	\$20 per week.
Dennis Fahey.....	C	do.....	Brakeman on Pennsylvania R. R.....	\$75 per month.
Axel Olsson.....	C	do.....	Journeyman painter, Sheridan, Wyo.	\$3 per day.
Robert A. Childres.....	C	do.....	Restaurant keeper, Miles Station, Tex.	
William W. Engle.....	C	do.....	Conductor on street car, Shawnee, Okla.	\$60 per month.
Frank Vlt.....	D	Purchase.....	Butter maker, Gloversville, N. Y.....	\$80 per month.
Robert Bieler.....	D	do.....	Furniture finisher, Globe-Wernecke Works, Cincinnati, Ohio.	\$90 per month.

Fourth Infantry, Companies A, B, C, and D—Continued.

Name.	Company.	Discharge obtained by—	Position accepted.	Pay.
John E. Lee.....	D	Purchase.....	Fireman on Chicago, Burlington and Quincy R. R., Sheridan, Wyo.	\$110 per month.
Henry McCauley.....	D	do.....	Coachman, New York, N. Y.....	\$60 per month.
D. L. Furr.....	D	Expiration of service.	Cook, Tampa Bay Hotel, Tampa, Fla.	\$90 per month.
E. E. Austin.....	D	do.....	Wareroom man, Washburn-Crosby, Minneapolis, Minn.	\$75 per month.
Carl Hayne.....	D	do.....	Clerk, Gillette, Wyo.....	\$90 per month.
John J. Reilley.....	D	do.....	Woolen weaver, Yonkers, N. Y.....	\$75 per month.
E. Mumford.....	D	do.....	Electrician, Niagara Falls, N. Y.....	\$85 per month.
P. Kane.....	D	do.....	Private watchman, Newark, N. J.....	\$80 per month.
William Brew.....	D	do.....	Miner, Butte, Mont.....	\$115 per month.

First Sergt. William B. Cady, Company C, Fourth Infantry, was also discharged by purchase. Corpl. Benigno Rodriguez, Company B, Fourth Infantry, and Private Joseph R. Harris, Company D, Fourth Infantry, have within the past six months taken the civil-service examination as railway mail clerks.

Seventh Infantry, Company B, Fort Wayne, Detroit, Mich.

The following instances of enlisted men leaving the service for better advantages and higher pay of civil life have occurred in this company during the year ended October 8, 1907:

Name.	Discharge obtained by—	Position accepted.	Pay.
Joseph T. Nelson.....	Expiration of service.	Lumber scaler, Tacoma, Wash.....	\$90 per month.
Edward A. Bartlett.....	do.....	Skilled laborer, Solvay Process Co., Detroit, Mich.	\$3.50 per day.
Bernt Kristianson.....	do.....	Foreman, laboring gang, Solvay Co., Detroit, Mich.	Do.
Grover C. Allred.....	do.....	Railroad fireman, Texas.....	\$90 per month.
Daniel J. Desmond.....	do.....	Mechanic, Burroughs Adding Machine Co., Detroit, Mich.	\$3.50 per day.
George Tetlow.....	Purchase.....	Plumber, Columbus, Ohio.....	\$4.50 per day.

Nelson, Bartlett, Kristianson, and Desmond were serving in sixth year when discharged. There other men left the service for positions as miner, overseer, and railroad brakeman; salary unknown.

In the month of May, this year, Companies A, D, and B, Seventh Infantry, consolidated for weekly practice march with a total of 14 privates and about the same number of noncommissioned officers.

Practice marches at this post are for a considerable distance through the streets of Detroit, and the jibes of children and unthinking adults are very objectionable to the soldiers.

Twelfth Infantry, Companies I, K, and M, Fort Niagara, N. Y.

COMPANY I.

Since the company's return from the Philippine Islands, May 16, 1906, 1 sergeant and 2 privates have been discharged by purchase, while 2 sergeants, 1 corporal, and 24 privates have been discharged per expiration of term of service, making a total of 30 men. None have reenlisted.

These men have secured employment in civil life, where they can command better salaries, and doing practically the same class of work as when enlisted in the Army. All these men are earning from \$50 to \$100 per month.

Enlisted strength of company October 1, 1907, 35 men. The following is a citation of individual instances of some of the men discharged:

Name.	Rank.	Discharge obtained by—	Situation.
Manly Oaks.....	Private.....	Expiration of service.....	Guard, Jamestown Exposition.
Blaine Piggett.....	do.....	do.....	
Lantus G. Hughett.....	do.....	do.....	Tailor.
John Henry.....	Sergeant.....	Purchase.....	
Edgar F. Wasson.....	Private.....	Expiration of service.....	Street-car conductor.
Jesse I. Day.....	do.....	do.....	
Richardson Daniel.....	do.....	do.....	Working in furniture store.
Michael A. May.....	do.....	do.....	
Edward McGuire.....	do.....	do.....	Stock farmer.
William Maher.....	do.....	do.....	
William Flatt.....	do.....	do.....	Managing farm.
John Stanfil.....	do.....	do.....	
Augusta E. Phillips.....	Corporal.....	do.....	Working in Buffalo, N. Y.
Robert L. Fox.....	do.....	do.....	
George H. Roberts.....	First sergeant.....	do.....	Teamster.
Charles Braun.....	Private.....	Purchase.....	
Charles Dubberstein.....	Cook.....	Expiration of service.....	Machinist.
John Anderson.....	Musician.....	do.....	
James Reardon.....	Private.....	Purchase.....	Working in Lockport, N. Y.
Charles D. Forpahl.....	do.....	Expiration of service.....	
Thomas J. Connors.....	Cook.....	do.....	Prospector.
James D. Haskins.....	Private.....	do.....	
Fred Hofmann.....	do.....	do.....	School-teacher.
Philip W. Norris.....	do.....	do.....	
James H. Harriott.....	Sergeant.....	do.....	Working in butcher shop.
Louis Lassig.....	Corporal.....	do.....	
Edwin M. Bernstein.....	Private.....	do.....	Ranching in Texas.
August S. Zorn.....	do.....	do.....	
Dorsey H. Black.....	Musician.....	do.....	Teamster.
Wallace Boyd.....	Private.....	do.....	
Oscar R. Coolidge.....	do.....	do.....	Clerk in clothing store.
			Freight agent for railway.
			Fireman, railroad.
			Motorman, street railway.
			Working in furniture store.

At this date I have 16 privates for duty; 5 of these men are on extra and special duty.

COMPANY K.

Within the past year 1 sergeant, 1 corporal, and 2 privates have been discharged by purchase, and 1 sergeant, 1 musician, and 15 privates by expiration term of service, all leaving the service for the purpose of bettering themselves in civil life. I am unable to state their positions and pay, but I have been informed by my noncommissioned officers that they have heard that these men are receiving from \$50 to \$90 per month. In my opinion the practice marches and small pay have been the chief causes of men not reenlisting.

In no case has the company appeared in public on practice marches with its maximum strength, in most cases about half and at times as low as 18 men, which was the number that participated in the ceremony of the unveiling of the McKinley monument at Buffalo, N. Y., September 5, 1907.

The present strength of the company is 31, and I am informed by my first sergeant that several of these men are contemplating on requesting their discharge by purchase, owing to the small pay and hard duty they receive from the Army.

COMPANY M.

The following enlisted men of Company M, Twelfth Infantry, have been discharged within the last sixteen months and are known to have secured the positions set opposite their respective names:

Name.	Position.	Pay.
P. A. Turaska.....	Brakeman, Lake Shore and Michigan Southern R. R.	\$70 to \$90 per month.
L. E. Caster.....	Machinist, Wabash Rwy.	\$3.50 per day.
Wm. Booth.....	Bartender, Sandusky, Ohio.	\$60 per month.
C. C. Livesay.....	Clerk in insurance office, Chicago, Ill.	\$80 per month.
M. C. Austin.....	Salesman, Cincinnati, Ohio.	Do.
L. S. Terry.....	Miner, Cripple Creek, Colo.	\$3 to \$4 per day.
P. F. Wilson.....	Brakeman, Pennsylvania Rwy.	\$70 to \$90 per month.
C. H. Shinn.....	do.	Do.
G. R. Barker.....	Stationary engineer, Rochester, N. Y.	\$90 per month.
David Plate.....	Clerk, Castner Electrolytic Co., Niagara Falls, N. Y.	\$75 per month.
D. Y. Fouts.....	Brakeman, Louisville and Nashville Rwy., Louisville, Ky.	\$80 to \$100 per month.

Of the above, 3 purchased their discharge; only 4 are known to have had experience in the work which they are now doing, showing that there is a large demand for unskilled men of excellent character at wages about as above.

It is probable that there are many other men who have been discharged from the company during this time who are doing as well, but trace of them has been lost in the company and it is not known what their occupations are.

In the last sixteen months the strength of this company has dwindled down from its authorized number of 65 to 22 men—not more than 8 of those who have gone out are known to have reenlisted, and most of them declared their intention of entering civil life on account of its superior inducements.

During the fall, winter, and spring of 1906-7 it was impossible to get more than 15 to 20 men out for drills and practice marches, and en route to and at the encampment of the Fourth Brigade, National Guard of New York, at Farnham, N. Y., during the month of August, 1907, there were only 13 men present with the company. It was a standing joke in the camp of the National Guard that "there was a company of regulars over there made up of two first sergeants and a cook."

At a street parade in Buffalo, N. Y., September 6, 1907, in connection with the "Old Home Week" celebration, the company was composed of three skeleton squads, 10 men of other organizations being temporarily assigned to render this formation possible.

During the fall and winter of 1906 the intervals between guard tours for privates seldom exceeded four days; occasionally only three nights off guard were had during this time, and during the present month it has been necessary to place a man on guard with an interval of but two nights.

There have been insufficient men (when guard details, extra and special duty men, etc., have been subtracted) to properly cultivate the company garden, police the barracks and grounds in a satisfactory manner, or to supply kitchen police at times.

Fourteenth Infantry, Vancouver Barracks, Wash.

Since the 1st of January, 1907, the following-named men have been discharged from the Fourteenth Infantry and taken positions at rate of pay set opposite their names:

Name.	Company.	Discharge obtained by—	Position.	Pay.
A. F. Johnson.....	B	Expiration of service.	Railroad telegrapher.	\$100 per month.
J. T. Rector.....	B	do.	Machinist helper.	\$3.50 per day.
G. Schelander.....	B	do.	Timber faller.	\$4.50 per day.
E. H. Demony.....	B	do.	Express driver.	\$75 per month.
M. W. Shaw.....	C	do.	Saw setter.	\$3 per day.
S. E. Olsen.....	C	do.	Teamster.	\$2.75 per day.
W. E. Dobbs.....	C	do.	Sawyer.	\$3 per day.
J. Meyer.....	D	Purchase.	Express driver.	\$75 per month.
A. M. Woods.....	D	do.	Fireman.	\$3 per day.
E. H. Tanner.....	D	General court-martial.	Clerk.	\$125 per month.
J. Nelson.....	D	do.	Sawmill.	\$3 per day.
A. Grogan.....	D	Expiration of service.	Teamster.	Do.
W. F. Clopton.....	D	do.	Street-car conductor.	\$80 per month.
M. Heath.....	D	do.	Fireman.	\$125 per month.

Fourteenth Infantry, Vancouver Barracks, Wash.—Continued.

Names.	Com- pany.	Discharge obtained by—	Position.	Pay.
F. G. Rucker.....	D	Expiration of service	Bartender.....	\$75 per month.
D. L. McCabe.....	D	do.....	Street-car conductor	\$80 per month.
S. L. Walker.....	F	Purchase.....	Laborer, brickyard	\$3 per day.
C. Van Riper.....	G	do.....	Bartender.....	\$75 per month.
J. H. Puryear.....	G	do.....	Janitor.....	Do.
N. Steele.....	G	do.....	Bridge workman.....	Do.
J. E. McCain.....	G	do.....	Laborer.....	\$65 per month.
E. Custer.....	G	do.....	Bridge workman.....	\$75 per month.
L. Kurtz.....	H	do.....	Cook.....	\$85 per month and board.
D. C. Coleman.....	H	Expiration of service	Bridge worker.....	\$100 per month.
H. Dessen.....	I	Purchase.....	Railroad cook.....	\$110 per month.
L. L. Hughes.....	I	do.....	Lineman.....	\$3.50 per day.
J. W. Ware.....	L	Expiration of service	Laborer, shingle mill	\$4 per day.
C. Abbott.....	L	Purchase.....	Fireman.....	\$90 per month.
F. Hembree.....	L	do.....	Street-car conductor	\$75 per month.
S. S. Sampson.....	L	Disability.....	Carpenter.....	\$4.40 per day.
Wm. Sullivan.....	K	Purchase.....	Teamster.....	\$2.50 per day.
O. H. Dederick.....	M	Expiration of service	Fire department, Port- land, Oreg.	\$75 per month.
J. G. Brann.....	M	do.....	do.....	Do.
J. R. Hopkins.....	M	Purchase.....	Clerk.....	Do.
L. Morrison.....	M	do.....	Bartender.....	\$3 per day.

The above is only a partial list of men discharged, but all of those whose present occupations are known.

Twenty-first Infantry, Fort Logan, Colo.

The following-named enlisted men of Company L, Twenty-first Infantry, were discharged by purchase and expiration of service:

Private John R. Williams, discharged by purchase (par. 6, Special Orders, No. 139, Headquarters Department Colorado, December 17, 1906) on December 23, 1906, to accept position with Denver and Rio Grande Railroad, Denver, Colo., as boilermaker's helper, at \$2.25 per day; did not care to remain in the service.

Private John C. Shaw, discharged by purchase (par. 5, Special Orders, No. 141, Headquarters Department Colorado, December 19, 1906) on December 23, 1906, to accept employment as fireman, Kansas City, Kans., at \$2.75 per day and board; did not care to remain in the service.

Private Earnest E. Sanders, discharged by purchase (par. 4, Special Orders, No. 141, Headquarters Department Colorado, December 19, 1906) on December 23, 1906, to accept position as barkeeper at \$3 per day, Denver, Colo.; did not care to remain in the service.

Private Jasper Shockley, discharged by purchase (par. 6, Special Orders, No. 141, Headquarters Department Colorado, December 19, 1906) on December 23, 1906; farmer, Billings, Mo.; did not care to remain in service.

Corpl. Edward L. Honaker, discharged by purchase (par. 1, Special Orders, No. 3, Headquarters Department Colorado, January 9, 1907) on January 16, 1907, to accept position as laundryman, Littleton Steam Laundry, Littleton, Colo., at \$2 per day; considers this more profitable, individually, than being tied up in the service.

Musician Joseph Windmeisser, discharged per expiration term of service September 5, 1907, at Dorchester, Wis., accepted position with father as harnessmaker at \$2.50 per day; going to remain out of service.

Corpl. John Gustafson, discharged per expiration term of service September 15, 1907, to follow civil pursuits; does not think he will come into service again.

Corporal Robert E. Sheehan, discharged per expiration term of service September 15, 1907, accepted position as clerk, in hotel office, Buffalo, N. Y., at \$2.25 per day.

Artificer Clayton G. Roby, discharged per expiration term of service September 15, 1907, accepted position as stovemolder, Evansville, Wis., at \$2.50 per day; does very well in civil life.

Private Albert Bisig, discharged per expiration term of service September 15, 1907, laborer in Syracuse, N. Y., at \$1.75 per day; is going to remain out of the service.

Private Howard O. Hall, discharged per expiration term of service September 15, 1907, accepted position as Pullman conductor with the Denver and Rio Grande Railroad, Pullman Company, Denver, Colo.; can do much better in civil life.

Private Gordon V. Lake, discharged per expiration term of service September 15, 1907, accepted position with dry goods company, Glen Falls, W. Va., at \$2 per day.

Private Orton Ryan, discharged per expiration term of service September 15, 1907, accepted position as machinist, Cleveland, Ohio, at \$3 per day; will try to remain out of the service.

Private Phillip Sommerschue, discharged per expiration term of service September 15, 1907, accepted position as blacksmith's helper at \$2 per day; will try to remain out of the service.

Twenty-eighth Infantry, Matanzas, Cuba.

Com. Sergt. J. J. Deeming, Twenty-eighth Infantry, was discharged June 28, 1907. He had proven himself to be an excellent clerk, honest, reliable, and intelligent, and, in short, was the kind of man we have been accustomed to find occupying regimental and post noncommissioned staff positions. I did my best to induce him to reenlist, but he believed that he could do better outside the Army and so went to Chicago. I had a letter from him recently in which he informs me that he has a position with the J. E. Stubbs Contracting Company at \$100 per month with a promise of an increase to \$125 per month on January 1. He further stated that his work was very similar to that he had been doing here, but that he had much less money and property responsibility.

The quartermaster at this station has a retired commissary-sergeant as a clerk in his office at a salary of \$100 per month and \$3 per day, or so much as necessary, for his board. Sitting at an adjoining desk in the same office and performing similar and rather more important work is the regimental quartermaster-sergeant, who receives \$46.80 (20 per cent for foreign service), which, with rations, clothing, and quarters commuted at the established rate, would give him \$62.50 per month.

The packers with the pack train at this station receive \$50 per month, a ration, and quarters, while the sergeant who marches the detachment to pack drill receives about \$30 per month on the same basis.

The teamsters, some of them natives, receive \$40 per month, a ration, and quarters, while enlisted men on special duty who perform exactly the same duties and, in addition, attend some drills, inspections, etc., receive not to exceed \$25 per month.

It has been found necessary to pay even common, ignorant natives \$1 per day and a ration for the commonest kind of unskilled labor, which is more than any private in this command receives.

Fourth Infantry, Fort Thomas, Ky.

COMPANY L.

Several men of this company have also asked for two or three months' furlough with the hidden motive of seeking employment which enabled them to get out of debt. The first sergeant of this company states that three men to his knowledge have recently paid off debts in this manner.

Too much can not be said of the discontent caused by the present inequality of wages in the Army as compared with that in civil life.

The day of easy-going, ignorant soldiery has passed. What the Army needs is brains in a strong, active body. These can not be secured when civilians can outbid us in the price of labor.

Upon inquiry of the secretary of the Builders and Trades Exchange, Cincinnati, Ohio, I find that the cost of labor since the present army pay scale went into operation has nearly doubled. The cost of living has also correspondingly increased.

The following wage scale of trades generally taken up by discharged soldiers was compiled by Assistant Secretary Chas. B. Stevenson, Builders and Trades Exchange, for the district of Cincinnati, Ohio, and is submitted for comparison with the army scale of pay.

Figuring upon an eight-hour day, the following classes of workmen earn per hour as follows: Masons, brick, 62½ to 69 cents; masons, stone, 54 cents; structural iron setters, 50 cents; ornamental iron setters, 50 cents; plasterers, 62½ cents; lathers, 50 cents; hoisting engineers, 50 cents; tile setters, 50 cents; plumbers, 60 cents to \$1.25; steam fitters, 37½ cents; gas fitters, 37½ cents; carpenters, 50 cents; stonecutters, 45 cents; marble cutters and setters, 75 cents to \$1.50; painters, 37½ cents; sheet-metal workers, 25 to 35 cents; electricians, 40½ cents; roofers, 37½ cents; cement finishers, 40 cents; marble mosaic workers, 50 cents; and laborers and hod carriers, 37½ cents.

The following wages are paid to ordinary patrolmen on the police force in Cincinnati, Ohio:

First year, \$900; second year, \$960; third year, \$1,020; fourth year, \$1,100.

At the end of five years' service a policeman's salary compares favorably with that of a second lieutenant of the Army.

During the last twenty-one months the following men have left the company:

Discharged by purchase.....	8
Discharged by expiration of service.....	9
Discharged by favor.....	1
Deserted.....	10
Total.....	28

Out of this number, as far as is known, 4 have reenlisted.

The following may be said of some of the 14 men in good standing who have not returned to the service:

Private Joseph Kahn, four years' service, certificate of merit, excellent character.

Sergt. Frank Moyer, eight years' service, now foreman on railroad at nearly double the pay of the service.

Corp. Louis Goulette, three years' service, excellent character, cigar maker, Cincinnati, Ohio.

Corp. George J. Tilton, excellent character, and a model soldier, conductor on street car, Cincinnati, Ohio, earning 20 cents per hour.

Corp. Michael Kilgariff, an excellent noncommissioned officer, with nine years' service, now employed as a fireman, Newport and Covington pumping station, and earning \$65 per month, with house rent, light, and fuel.

Private Christ J. Schuster, eight years' service, excellent character, good, steady, faithful soldier, now driver on beer wagon, Cincinnati, Ohio, at wages of \$10 per week, with room and board.

Private Robert Murdock, very good character, working in Cincinnati, Ohio.

Private Nick Rollinger, five years' service, character good, now bottler for a liquor establishment, Cincinnati, Ohio, wages \$12 per week.

Private Walter H. Culver, excellent character, now teamster in quartermaster's department at this post; wages \$40 per month with rations.

Special attention is invited to the large percentage of noncommissioned officers who have accepted ordinary positions.

It is believed that many of the desertions are due to the low wage scale of the Army as compared to that of civilians. Soldiers become dissatisfied, or get in debt, then desert.

In several instances soldiers have, after desertion, paid debts to enlisted men of this company. This goes to show that they left the service in order to earn more money.

COMPANY G.

Herewith is an accurate list of the men formerly of this company who have purchased their discharge since the return of the regiment from the Philippines in July, 1905, with number of years of service and years of foreign service counting as double time toward retirement of each, also the positions which they are now holding and rate of pay.

As these men were all of "excellent" character, several of whom were experienced noncommissioned officers, their loss was a detriment to the company and to the service. The fact that several of them having a number of years to retirement purchased their discharge and left the service is conclusive evidence, in my opinion, that they did not consider the pay and retired pay sufficient inducement to warrant their remaining in the service. That the majority of them now hold positions that pay far better than the Army would tend to prove them correct.

No.	Name.	Rank.	Service.		
			Straight.	Foreign.	Total.
			Years.	Years.	Years.
1	Tilford, George M.....	Sergeant.....	4	2	6
2	Byar, Homer.....	Private.....	8	3	11
3	Veazey, Luther W.....	do.....	3	2	5
4	Yagelman, Max.....	Sergeant.....	12	5	17
5	Goddard, Richard H.....	Private.....	7	4	11
6	Lee, Charles N.....	Sergeant.....	7	4	11
7	Rubin, Harry L.....	Private.....	7	2	9
8	Bradshaw, Andrew M.....	do.....	6	4	10
9	Decker, John W.....	Sergeant.....	14	5	19
10	Downer, Alfred.....	Private.....	7	2	9
11	Baker, Peter.....	Sergeant.....	12½	5	17½
12	Thomas, Benjamin H.....	Private.....	7	3	10
13	Elliot, Mayhew.....	do.....	15	5	20
14	Armstrong, George.....	Sergeant.....	4	2	6
15	Lindsey, William T.....	Private.....	7	3	10

COMPANY G—Continued.

No.	Position.	Rate of pay per month.
1	Bank clerk.....	\$100
2	In business for himself.....	
3	Employed by his father.....	
4	Farming.....	
5	Clerk in real estate office.....	80
6	Unknown.....	
7	Reenlisted.....	
8	In business for himself.....	
9	Foreman in car barns.....	80
10	Conductor street railway.....	75
11	Railroading.....	75
12	Wholesale drug clerk.....	70
13	In business for himself.....	
14	Playing professional ball.....	125
15	Reenlisted.....	

SIGNAL CORPS.

There are 12 enlisted men of the Signal Corps, U. S. Army, on the cable boat *Cyrus W. Field*, and have been since the boat went into commission three years ago; only two of these men have ever reenlisted and one of those soon bought himself out of the service.

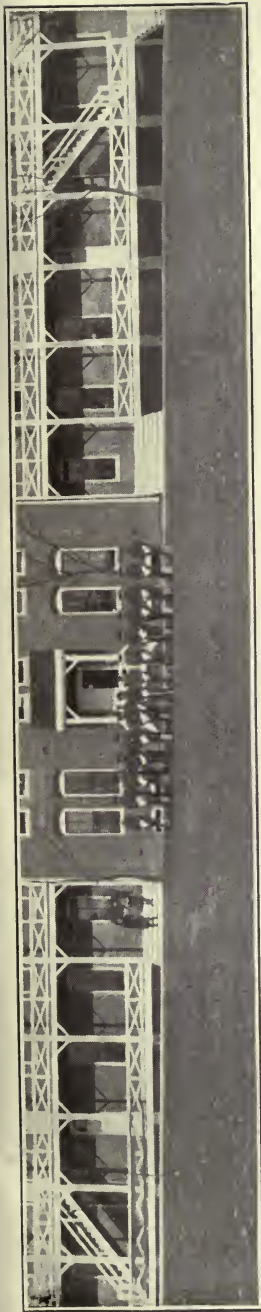
The rule is that as soon as these men begin to know something of their duties, they quit. Already in 1907 three men who have succeeded each other as first sergeant of the detachment have left the service. The present first sergeant is now making similar preparations; hence, the difficulty of carrying on technical work. Lack of pay as compared to civil life is the cause.

On board the U. S. cable boat *Cyrus W. Field* there are 12 signal corps men who work in conjunction with the crew of the boat. Privates on the cable boat receive \$17 per month, working alongside of men in corresponding rank in the crew who get \$45 per month, and who are hard to get even at that price. The highest ranking non-commissioned officers receive \$37 per month, who work alongside of men in corresponding rank of the crew who receive from \$55 to \$80 per month.

The salary, both in cases of crew and enlisted men serving on board, is in addition to quarters and rations, as all men live on board the vessel.

Names of enlisted men of Company E, Signal Corps, discharged by reason of purchase and per expiration of term of service for the period from September 1, 1906, to September 30, 1907.

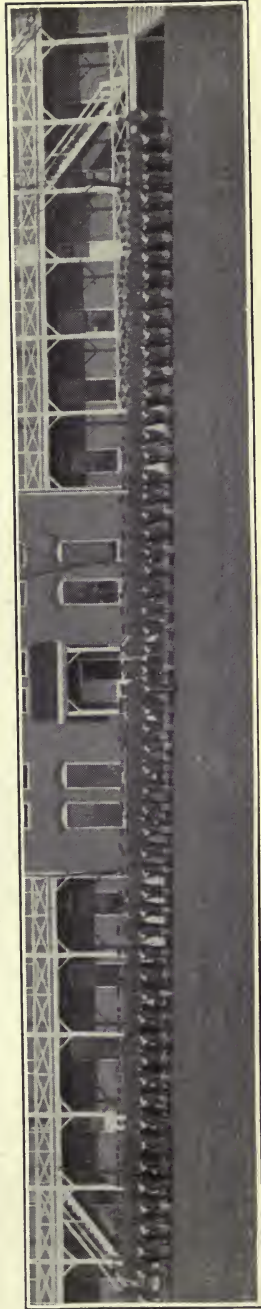
No.	Name.	Rank.	Reason.	Date of discharge.	Length of service.
					<i>Years.</i>
1	Joseph A. Marrow.....	Sergeant.....	Expiration of service.	Aug. 24, 1906	3
2	Thomas Williams.....	do.....	do.....	Oct. 11, 1906	6
3	George A. L. Genoway.....	Corporal.....	do.....	Sept. 4, 1906	3
4	Carl T. Hubbard.....	First-class private.....	do.....	Oct. 18, 1906	3
5	George Shepard.....	do.....	do.....	Sept. 15, 1906	3
6	Fred E. Sleeth.....	do.....	do.....	Oct. 12, 1906	3
7	William H. Heast.....	Corporal.....	do.....	Sept. 23, 1906	3
8	Edwin C. Bretzin.....	First-class private.....	do.....	Oct. 5, 1906	3
9	Joseph M. Gurerin.....	do.....	do.....	Sept. 16, 1906	3
10	Jesse R. Blake.....	do.....	Purchase	Sept. 29, 1906	2
11	Harry W. Chadwick.....	Master signal electrician.....	Expiration of service.	Nov. 22, 1906	24
12	Willis O. Perry.....	First-class sergeant.....	do.....	Dec. 4, 1906	6
13	Guy E. Walker.....	Sergeant.....	do.....	Oct. 21, 1906	3
14	Frank C. Burkey.....	Corporal.....	do.....	Nov. 1, 1906	6
15	Leroy D. Allaman.....	First-class private.....	do.....	Dec. 29, 1906	3
16	Clifton C. English.....	do.....	do.....	Nov. 26, 1906	3
17	Eber A. Fish.....	do.....	do.....	Nov. 6, 1906	3
18	Guy H. Bobbitt.....	Private.....	do.....	Dec. 16, 1906	3
19	Peter A. Devine.....	do.....	do.....	Nov. 24, 1906	3
20	John A. Hummel.....	do.....	do.....	Nov. 6, 1906	3
21	William A. Glasheen.....	Sergeant.....	do.....	Dec. 28, 1906	3



COMPANY OF INFANTRY AT DRILL, FORT THOMAS, KY. (AN UNUSUALLY LARGE COMPANY.)



COMPOSITE ORGANIZATION, SHOWING WHAT A COMPANY SHOULD BE AT FULL PEACE STRENGTH.



COMPOSITE ORGANIZATION, SHOWING WHAT A COMPANY SHOULD BE AT FULL WAR STRENGTH.

Names of enlisted men of Company E, Signal Corps, discharged by reason of purchase and per expiration of term of service for the period from September 1, 1906, to September 30, 1907—Continued.

No.	Name.	Rank.	Reason.	Date of discharge.	Length of service.
					Years.
22	Wade H. Glascock	First-class private	Expiration of service.	Dec. 15, 1906	3
23	Archie V. Potter	do.	do.	Dec. 16, 1906	3
24	Claude E. Van Vorhis	do.	do.	Dec. 2, 1906	3
25	Fred D. Longphre	do.	do.	Nov. 6, 1906	3
26	Joseph L. McGaugh	do.	do.	Nov. 23, 1906	3
27	Jesse E. Garver	Private	do.	Dec. 15, 1906	3
28	John A. Perry	First-class sergeant	do.	Dec. 4, 1906	6
29	Frederick Kieber	do.	do.	Dec. 25, 1906	13
30	Edward C. Latchem	do.	do.	Jan. 11, 1907	3
31	Alvin H. Kendall	Sergeant	do.	Feb. 18, 1907	6
32	Fred A. Cook	do.	do.	Jan. 11, 1907	3
33	Glenn Young	do.	do.	Feb. 2, 1907	3
34	Charles W. H. Heideman	do.	do.	Feb. 12, 1907	3
35	Aubrey L. Barnes	Corporal	do.	Jan. 1, 1907	3
36	Peter J. Benson	First-class private	do.	Feb. 24, 1907	6
37	Alexander L. Wells	do.	do.	Jan. 11, 1907	6
38	William Woerner	do.	do.	Feb. 7, 1907	3
39	Edward C. Bell	Private	do.	do.	6
40	William J. Logan	do.	do.	Jan. 6, 1907	3
41	William C. McKay	do.	do.	Jan. 4, 1907	3
42	Otto A. Dittman	Corporal	do.	Jan. 25, 1907	3
43	Jay O. Early	First-class private	do.	Feb. 25, 1907	3
44	Edward A. Godfrey	do.	do.	Jan. 5, 1907	3
45	Roscoe L. Oatley	do.	do.	Sept. 20, 1906	6
46	James H. Delaney	Private	do.	Feb. 10, 1907	3
47	Walter H. Work	do.	do.	Feb. 2, 1907	3
48	Richard S. Silence	First-class private	Purchase	Jan. 9, 1907	10
49	John M. Keys	do.	do.	Jan. 5, 1907	2
50	Walter L. Costenborder	First-class sergeant	Expiration of service.	Apr. 3, 1907	6
51	Wesley K. Carr	Sergeant	do.	Mar. 19, 1907	6
52	Samuel S. V. Schermerhorn	do.	do.	Apr. 13, 1907	3
53	George Scott	do.	do.	Feb. 22, 1907	6
54	Robert W. Davis	Corporal	do.	Apr. 15, 1907	3
55	James A. Andrews	do.	do.	Apr. 27, 1907	3
56	Hugh Annis	do.	do.	Mar. 17, 1907	3
57	John A. Malterer	do.	do.	Mar. 11, 1907	6
58	John M. Bratcher	do.	do.	Mar. 10, 1907	3
59	Ralph R. Carlander	First-class private	do.	Mar. 11, 1907	3
60	Thomas R. Carley	do.	do.	Apr. 29, 1907	3
61	Sidney L. Helms	do.	do.	Mar. 7, 1907	3
62	George D. Hendrickson	do.	do.	Apr. 3, 1907	3
63	George W. Hunt	do.	do.	Mar. 12, 1907	3
64	Booker M. Kelly	do.	do.	Mar. 4, 1907	3
65	Alvin Johnson	do.	do.	Feb. 19, 1907	3
66	Thomas S. Mills	do.	do.	Mar. 8, 1907	3
67	Kendall Read	do.	do.	Mar. 10, 1907	3
68	Emmet L. Harper	do.	Purchase	Mar. 14, 1907	2
69	Arthur Rivett	do.	do.	Mar. 7, 1907	10
70	Maurice E. Stack	do.	do.	Mar. 18, 1907	2
71	Claude L. Williams	do.	do.	Mar. 7, 1907	3
72	John H. Kirby	Sergeant	Expiration of service.	May 22, 1907	7
73	Edward B. Barbee	do.	do.	May 19, 1907	3
74	Frederick E. Dier	do.	do.	May 8, 1907	6
75	Aron A. Backstrom	do.	do.	June 17, 1907	8
76	Joe Davis	Corporal	do.	June 21, 1907	7
77	Arthur C. Benack	First-class private	do.	May 3, 1907	3
78	Thomas A. Penhale	do.	do.	do.	3
79	Fred Schnieder	do.	do.	May 10, 1907	3
80	Charles E. Smith	do.	do.	May 9, 1907	6
81	Claude Zeigler	do.	do.	May 16, 1907	8
82	Edward W. Pagel	Sergeant	do.	June 10, 1907	3
83	Edward A. Seeley	do.	do.	do.	3
84	William Shaffer	Corporal	do.	June 9, 1907	6
85	James J. White	do.	do.	May 25, 1907	9
86	Thomas J. Scott	do.	do.	May 27, 1907	3
87	Alfred E. Allen	First-class private	do.	May 18, 1907	3
88	Charles J. Cronin	do.	do.	May 27, 1907	3
89	Otto B. Ehrig	do.	do.	May 26, 1907	3
90	Sidney R. Miller	do.	do.	May 25, 1907	3
91	Peter E. Olson	do.	do.	June 10, 1907	3
92	Joseph H. Porter	do.	do.	June 21, 1907	3
93	Ira Rone	do.	do.	June 3, 1907	3
94	Miner H. Whitney	do.	do.	June 29, 1907	18
95	Wilford Danvers	Corporal	Purchase	June 21, 1907	6
96	Edward J. France	First-class private	do.	May 2, 1907	2
97	John Regan	do.	do.	do.	3

Names of enlisted men of Company E, Signal Corps, discharged by reason of purchase and per expiration of term of service for the period from September 1, 1906, to September 30, 1907—Continued.

No.	Name	Rank.	Reason.	Date of discharge.	Length of service.
98	Samuel H. Cable.....	Sergeant.....	Expiration of service.	July 27, 1907	<i>Years.</i> 9
99	Frederick M. Thompson.....	Corporal.....	do.....	July 14, 1907	3
100	Elwyn Richardson.....	do.....	do.....	Aug. 8, 1907	3
101	John E. Ellis.....	do.....	do.....	July 1, 1907	3
102	George H. Powell.....	do.....	do.....	Aug. 11, 1907	8
103	Elmer L. Burchell.....	First-class private.....	do.....	Aug. 29, 1907	3
104	David W. Burger.....	do.....	do.....	Aug. 10, 1907	3
105	Ernest Cole.....	do.....	do.....	Aug. 7, 1907	3
106	Irwin D. Hammond.....	do.....	do.....	do.....	3
107	Fred J. Mills.....	do.....	do.....	Aug. 4, 1907	3
108	Robert E. Powledge.....	do.....	do.....	July 7, 1907	3
109	Cannon C. Shriver.....	do.....	do.....	July 25, 1907	3
110	Floyd C. De Lap.....	do.....	Favor.....	July 3, 1907	2
111	Harry B. Whittier.....	do.....	Purchase.....	Aug. 30, 1907	4
112	Bernard A. Brannon.....	do.....	Expiration of service.	Sept. 13, 1907	3
113	Milo Trout.....	do.....	do.....	Sept. 22, 1907	3

Of the above-named men 24 have reenlisted. These are divided as follows: Master signal electrician, 1; sergeants, first class, 4; sergeants, 8; corporals, 3; privates, first class, 5 in Signal Corps, 2 in line; privates, 1. Total, 22; in Signal Corps, 2 in line.

Lengths of service of men reenlisted, by grades, as follows: Master signal electrician, twenty-four years; sergeants, first class, 3 of six years, 1 of thirteen years; sergeants, 3 of three years, 3 of six years, 1 of seven years, 1 of eight years; corporals, 1 of three years, 1 of six years, 1 of seven years; privates, first class, 3 of three years, 1 of six years, 1 of eighteen years; privates in line, 1 of three years, 1 of ten years; 1 private of three years.

Of the above-enumerated men 1 first-class private (number 4 on main list) has since purchased his discharge.

Those who reenlisted are numbers 2, 4, 11, 12, 15, 19, 28, 29, 35, 36, 50, 52, 53, 57, 60 (infantry), 69 (artillery), 72, 73 (remained out of service a short time before reenlisting), 74, 75, 76, 83, 87, and 94.

Of those remaining out of service the following are known to be engaged in work or to have obtained work upon discharge as follows:

No. 10, in San Francisco, at \$100 per month.

No. 18, as telegraph operator, at \$80 per month.

Nos. 21, 22, and 23, as operators, pay at least \$80 per month.

No. 30, in San Francisco, as electrician, \$130 per month.

No. 31, as operator, pay \$90 per month.

No. 51, operator, pay unknown, but at least \$80 per month.

No. 56, in San Francisco, as electrician, pay \$150 per month.

No. 70, in San Francisco, as operator, at \$90 per month.

No. 71, in San Francisco, as operator, at \$85 per month.

No. 81, in Benicia, Cal., barkeeper, at \$65 per month.

No. 95, in Salt Lake City, with Southern Pacific Railway, at \$90 per month, electrician.

No. 97, fireman, Revenue-Cutter Service.

No. 110, railway mail clerk.

No. 111, in San Francisco, as telegraph operator, at \$85 per month.

Of those discharged and not accounted for in the immediately preceding list, the following are known to be expert telegraph operators and, probably, are engaged in telegraph work: Nos. 13, 16, 27, 35, 40, 41, 46, 48, 77, 78, 82, 84, 85, 86, 88, 89, 90, 91, 92, 93, 96, 98, 99, 100, 101, 102, 103, 105, 106, 107, 108, and 113.

Names of men of Company G, Signal Corps, who have purchased discharge during the past ten months to accept positions in civil life.

Name.	Position accepted.	Pay per month.
George H. Vandyke...	Foreman, lumber company.....	\$100
Richard Frey.....	Railroad telegrapher.....	70
William J. Varnes.....	Draftsman, Panama.....	100
Jacob Bernson.....	do.....	150
Frank L. Hopkins.....	Pullman car conductor.....	90
Willie Hall.....	Railroad telegrapher.....	80
William A. Whitson.....	do.....	70
Alex. G. Cross.....	do.....	70

ORDNANCE DEPARTMENT.

Men discharged during past year from Springfield Armory, Springfield, Mass., are as follows:

Name.	Rank.	Present occupation.	Pay per month.
Robert J. Miller.....	Second-class private.....	Fire department.....	\$78.00
Richard N. Bolster.....	do.....	do.....	78.00
Owen Ruhe.....	First-class private.....	do.....	78.00
Noah E. Pooler.....	do.....	do.....	82.50
Rial S. Potter.....	do.....	Clerk.....	60.00
William H. Stickler.....	do.....	Coachman.....	50.00
James Livingston.....	do.....	Motorman.....	60.00
John I. Gallagher.....	do.....	Carpenter.....	78.00
George Scott.....	do.....	Fireman.....	90.00
Charles F. Neipolt.....	Second-class private.....	Teamster.....	60.00

The following are discharges by purchase since September, 1905, from Watervliet Arsenal, Watervliet, N. Y.:

Name.	Pay.	Occupation.
Martin Walsh.....	\$15 per week.....	Concrete work.
H. O. Grotjohann.....	do.....	Mechanic.
Edward Larkins.....	\$18 per week.....	Rigger.
F. A. Seither.....	\$2 per day.....	Electrical work.
Wm. McBride.....	\$15 per week.....	Hotel work.
Louis Pleau.....	do.....	Substitute letter carrier in Boston.
John Sullivan.....	\$15 per week.....	Grocery store.

HOSPITAL CORPS.

Men discharged since January 1, 1906, from the post hospital, Fort Leavenworth, Kans.:

Name.	Organization.	Discharge obtained by—	Position accepted.	Pay per month.
Watkins, Charles D...	Hospital Corps.	Expiration of service.	Dentist.....	\$200
Crandall, Albert.....	do.....	Purchase.....	Drummer for tobacco company.	75
Owens, Edgar J.....	do.....	Expiration of service.	Restaurant.....	60
Wuyster, William H.....	do.....	Purchase.....	Clerk, Montgomery & Ward...	60
Thomas, John W.....	do.....	Expiration of service.	Real estate.....	Unknown.
Charlier, George D.....	do.....	do.....	Pharmacist.....	125
De Long, Philip E.....	do.....	do.....	Carpenter.....	75
Hayward, Earnest A.....	do.....	do.....	Nurse.....	50
Spencer, William C.....	do.....	do.....	Agent, insurance company.....	75
Owens, William H.....	do.....	do.....	Restaurant.....	40
Phillips, James F.....	do.....	do.....	Farmer.....	Unknown.
Robinson, James W.....	do.....	do.....	Barber.....	Unknown.
Winkfield, Henry.....	do.....	Purchase.....	Farmer.....	Unknown.
Brown, Ralph S.....	do.....	Expiration of service.	City editor.....	100
Moore, Edgar.....	do.....	do.....	Porter, Pullman service.....	40
Van, Alfred.....	do.....	do.....	Farmer.....	Unknown.
Larned, Charles E.....	do.....	Purchase.....	do.....	Unknown.
Whitacre, Charles H.....	do.....	do.....	Assistant steward in hotel.....	50

CORPS OF ENGINEERS.

The following discharges were made from Company H, Second Battalion, Washington Barracks, D. C.:

Name.	Discharge obtained by—	Date.	Position accepted.	Pay per month.
Corporal Haskell.....	Expiration of service...	July 18, 1907	Surveyor.....	\$150
Sergeant Trummell.....	do.....	Dec. 13, 1906	Carpenter.....	80
Private Arseneaut.....	do.....	Sept. 13, 1907	do.....	<i>a</i> 4
Private Stratton.....	do.....	Feb. 15, 1907	Rolling mill.....	70
Private Loyd.....	do.....	June 17, 1907	Motorman on street car...	60
Private Cook.....	do.....	Feb. 19, 1907	do.....	60
Private Heller.....	do.....	Jan. 8, 1906	do.....	60
Private Daily.....	do.....	Mar. 27, 1907	Conductor on street car...	60
Private Ray.....	do.....	July 24, 1907	Fireman, filtration plant...	60
Private Truman.....	Purchase.....	Dec. 14, 1905	Conductor on street car...	60

a Per day.

VARIOUS ORGANIZATIONS.

Table showing enlisted men discharged by purchase within the past year at West Point, N. Y., on account of insufficient pay.

Name.	Organization.	Position accepted.	Pay.
Frank Silvia, sergeant.....	Detachment of engineers.	To go in business at Staten Island, N. Y.	Partner with his mother.
William J. Bolling, sergeant..	Detachment of cavalry.	In quartermaster's department at West Point, N. Y.	\$2 per day.
Edward Eckam, cook.....	Detachment of artillery.	Sales agent at Newburgh, N. Y.	On commission.
James Citro, cook.....	do.....	Pastry cook at Highland Falls, N. Y.	\$50 per month and board.
Mickael Laitner, musician...	Band.....	To better himself in civil life.	Unknown.
Simon Culp, musician.....	do.....	Dependent relatives.....	
Santiago Curt, first-class private.	Hospital Corps.....	do.....	
Ferrol Le Duc, private.....	do.....	Grocery clerk. Highland Falls, N. Y.	\$50 per month.
Lewis S. Diefendorf, private, first class.	do.....	Tea agent, Newburgh, N. Y.	On commission.
Michael Hine, first-class private.	Ordnance detachment.	To go to Philippine Islands.	
Edward J. Charlton, private.	Cavalry detachment..	Policeman at Yonkers, N. Y.	\$100 per month.
Edward Hirsch, private.....	do.....	Agent relief association, Philadelphia, Pa.	Unknown.
Willie Phillips, private.....	do.....	Dependent relatives.....	
Charles R. Brown, private...	do.....	Civil service position in Washington, D. C.	Unknown.
John M. McCool, private.....	Artillery detachment.	Teamster at Philadelphia, Pa.	\$2.50 per day.
Charles J. Thompson, private.	do.....	Amusement director at Union Hill, N. J.	\$75 per month.
Edward J. Malley, private...	Detachment of A. S. men.	Steam driller, West Point, N. Y.	\$2.50 per day.
William Stahlberg, private...	do.....	Blacksmith in northern New York.	Unknown.
Andrew P. Ford, private.....	do.....	Plumber at Highland Falls, N. Y.	\$3.50 per day.

Enlisted men who have been discharged by expiration of service from West Point, N. Y., during the past year, and who have declined reenlistment because of being able to better themselves in civil life.

Name.	Organization.	Position offered.	Pay.
William Getz, field musician.	Detachment of field musicians.	Mason's helper, at Highland Falls, N. Y.	\$1.75 per day.
Frederic W. Mayer, first-class private.	Ordnance detachment.	Assistant in Twenty-second Regiment Armory, N. G. N. Y., New York City.	Unknown.
John S. Maker, corporal.....	Engineer detachment.	As mill hand.....	Do.
Raymond S. Thayer, first-class private.	do.....	Stairway iron worker.....	Do.
Isaac O. Petell, first-class private.	do.....	Targeter, Springfield Armory.	\$2.50 per day.
Willis O. Sloane, corporal....	Artillery detachment.	Telegrapher at Highland Falls, N. Y.	Unknown.
Edward Christoff, private....	Detachment A. S. men.	In gas house, at West Point, N. Y.	\$60 per month.
Clifford H. Compton, private.	do.....	Painting and paper hanging, at Coldwater, Mich.	Unknown.
Gustof P. Carlson, private....	do.....	Carpenter, at Long Island City, N. Y.	Do.
William McGowan, private....	do.....	Painter, quartermaster's department, West Point, N. Y.	\$3 per day.
Francis J. Gibney, private....	do.....	Bartender, at Newburgh, N. Y.	\$60 per month and board.
Wesley E. Sarver, private....	do.....	Foreman of mechanics in Iowa.	Unknown.
James St. John, private.....	do.....	American Express Co., New York City.	Do.
Fred. Engelskircher, musician.	Band.....	Painter and paper hanger, Highland Falls, N. Y.	Do.
William Herzog, musician....	do.....	To accept position in civil life.	Do.
John A. Miller, private, first class.	Hospital Corps.....	Fireman at West Point, N. Y.	\$60 per month.
Frank G. Whitman, sergeant.	Cavalry detachment..	Assistant janitor in Armory, N. G. N. Y., New York City.	\$3.50 per day.
John A. S. McClure, private....	do.....	Locomotive engineer.....	Unknown.
John M. Gillen, private.....	do.....	Laborer at naval station, at Iona Island, N. Y.	\$1.90 per day.

Applications for discharge by purchase, from enlisted men, now pending.

Name.	Organization.	Position offered.	Pay.
Stephen M. Alton, private....	Detachment of A. S. men.	To accept a position in militia armory in New York.	\$21 per week.
Harrison M. Jones, private...	Cavalry detachment..	Laborer at naval station, Iona Island, N. Y.	\$1.90 per day.

RECRUITING SERVICE.

Recruit Depot, Fort Slocum, N. Y.

Name.	Recruiting company.	Discharge obtained by—	Position.	Salary.
Geo. Slater, jr.....	First (band)...	Purchase.....	Musician in Troy City Band.	\$1,000 per year.
F. J. Donovan.....	Second.....	do.....	Grocery clerk.....	\$80 per month.
Leo. Cesano.....	do.....	do.....	Immigration clerk.....	Do.
H. De Felice.....	do.....	do.....	Special policeman.....	\$75 per month.
H. Blackman.....	Third.....	do.....	Salesman in shoe store.....	\$15 per week.
Sergt. H. Wildberger.....	Fourth.....	do.....	Government position on island of Haiti.	\$100 per month.
Sergt. John F. Darling.....	do.....	do.....	Police officer.....	\$55 per month.
Corpl. E. J. Audette.....	do.....	do.....	Stevens Arms Co.....	\$72 per month.
Robt. Vaughn.....	do.....	do.....	Hotel business.....	\$100 per month.
Leroy E. Summer.....	do.....	do.....	Actor.....	\$200 per month.
Dale Thomas.....	Fifth.....	Expiration of service.	Express business.....	\$75 per month.
Fred Brinillard.....	do.....	Purchase.....	Not known.....	
E. Llewellyn.....	do.....	do.....	Post exchange.....	\$12 per week.
Charles Green.....	Sixth.....	Expiration of service.	Brakeman.....	\$80 per month.
J. P. Morton.....	do.....	Purchase.....	Clerk in grocery.....	\$18 per week.
Geo. Kase.....	Hospital Corps.	Expiration of service.	do.....	\$60 per month.
C. S. Zeuner.....	do.....	do.....	Clerk, Brooklyn Rapid Transit R. R.	Do.
Geo. N. Chalfin.....	do.....	Purchase.....	Clerk, clothing house.....	\$72 per month.

Many men at this station who are detailed on extra duty and who would make excellent noncommissioned officers, object to such appointments owing to the fact that they will suffer a reduction in pay.

There have been a number of requests from noncommissioned officers to be reduced for the purpose of accepting clerical and other positions on account of the extra pay which they would receive.

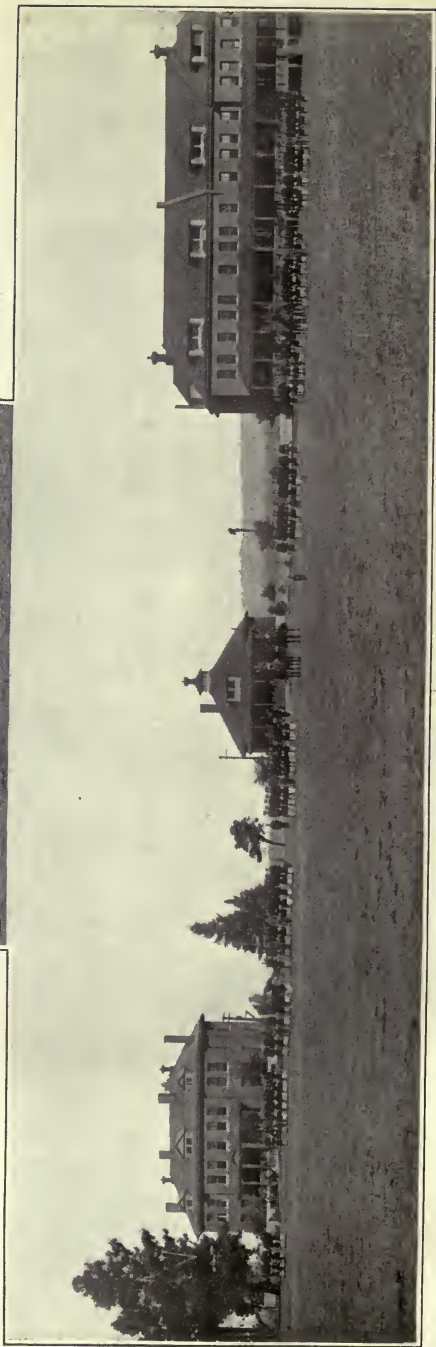
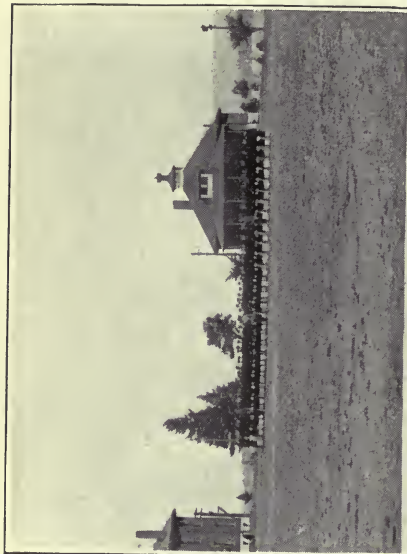
This is a deplorable state of affairs which would be obviated if the difference between the pay of a private and a noncommissioned officer were equivalent to any extra compensation which a private might receive in an extra or special duty position.

Recruiting Station, Kansas City, Mo.

Discharged soldiers who have passed through this office have been unanimous in their declaration that the pay of the Army is inadequate. They claimed that the work required of the enlisted men is such as to keep good men out of the service. They made particular reference to practice marches. The demand for labor in this district is much greater than the supply, and the scale of wages has been raised to practically double the amount paid six years ago. I find it exceedingly difficult to even hold men who are applicants for enlistment a sufficient length of time to comply with orders. There is always some one who will offer them an occupation in civil life.

Of men who have served on this party, and who were discharged while on recruiting duty, about 6 have secured positions of good pay in this city. One is a sergeant of police, two are patrolmen, another a mail clerk, another a doctor in a lumber camp in Texas, and two are working for the Metropolitan Street Railway Company of this city.

The great decrease in the gross applicants, I believe, is due to the great demand for labor—there are at least 10 structures being erected in the vicinity of this station—and to the small amount of pay that is paid to a man in the service. I would state most emphatically that an increase in pay is badly needed, if we would compete with the scale of wages paid in civil life.



THIRD INFANTRY, FORT WRIGHT, WASH. UPPER PICTURE A COMPOSITE COMPANY OF 65 MEN, AUTHORIZED PEACE STRENGTH LOWER PICTURE, REGIMENTAL FORMATION, FIRST AND THIRD BATTALIONS; 125 MEN IN RANKS. NOT SUFFICIENT FOR A SINGLE COMPANY AT WAR STRENGTH.

EXHIBIT I.

REPORTS TO WHICH ATTENTION IS INVITED AS A WHOLE.

FORT CROOK, NEBR., October 21, 1907.

Capt. JOHNSON HAGOOD,
Coast Artillery Corps, Washington, D. C.

SIR: I desire to submit the following reasons why the pay of officers and enlisted men should be increased at least as much as is contemplated in the bill now under discussion.

Here at Fort Crook household servants now command at least \$25 a month, and some officers pay as much as \$60 for two servants. From 1872, and until the new rate law went into effect, railroads west of the Mississippi, from Chicago west, granted half-fare tickets to officers going on leave and to officers' families and servants. Many roads in the seventies and eighties gave passes to all noncombatants accompanying troop trains when changing station. It now takes about all a married officer can save to transport his family to and from the islands and each time fit it out in clothing suitable to the change of climate. This is especially so of the infantry, which at present has to serve two years in the islands and two years at home.

Before 1898 a married officer's wife and children could generally live at the officer's station in the United States, and the children go to local schools. Now, if he has young children of school age, he must leave them and his wife in the United States, in order that the children may attend school, and when he goes to the islands or to Cuba maintain two establishments. In but a few stations in the islands are there schooling facilities for officers' younger children, and none at all for the advanced ones.

In 1872, and many years thereafter, officers traveling on duty received 10 cents a mile on railroads, while now they receive but 7 cents.

It is of great benefit to army officers that they should mix freely with civilians and not become a body apart. Few officers stationed in the United States can now afford to join a club in a city near their station or to entertain or be entertained by civilians. The officer's pay does not warrant it. Yet there is nothing more mentally narrowing to the officers than to associate only among themselves and talk shop all the time.

Every change of station means to the officer great expense. Breakage of articles of furniture and crockery, etc., in transit, mildewing and moth eating of heavy clothing and carpets left in store for two years when he goes to the islands, refitting the house in each case, sacrifice sale of his horses or his carriage, should he have the latter.

Out of the last eight years I have been stationed nearly six years in the Philippine Islands, during two tours. Since July, 1902, I have personally moved as follows, and mine is but an ordinary case:

July, 1902, from Manila to Fort McDowell, Cal.; December, 1902, from Fort McDowell, Cal., to Alcatraz, Cal.; February, 1903, from Alcatraz, Cal., to Fort Snelling, Minn.; October, 1904, from Fort Snelling, Minn., to Presidio, Cal.; February, 1905, from Presidio, Cal., to Camp Connell, Samar, P. I.; January, 1906, from Camp Connell, Samar, P. I., to Fort McKinley, Manila; August, 1907, Fort McKinley to Fort Crook, Nebr. At each move I had to transport my family and my household goods and refit my house at considerable expense, because scarcely no two army quarters are alike. My losses by theft, breakage in transit from my old to my new station in the United States, moth and mildew of such articles as I left in the United States when I went to the islands, has, during my two tours in the islands, amounted easily to \$600. Such articles of furniture as I took to the islands were, after a long railroad journey and transshipments in transports and interisland boats, not worth bringing back. Formerly changes of station were unfrequent. In my service prior to 1898, I was stationed three years at Camp Supply, Ind. T.; three years at Fort Dodge, Kans.; six years at Brownsville, Tex.; nine years at Fort Wayne, Mich.

Prior to 1898 but a few mounted officers of infantry owned their own horses, as they seldom had use for horses, there being no extensive maneuvers, etc., and Government horses were used for occasional city parades. Now the owning of horses by mounted officers is mandatory. Furthermore, officers at many posts in the Army and especially in Manila are heavily assessed to pay for semipublic functions such as the entertainment, when visiting the post, of foreign officials, the officers of British Asiatic fleet, our own fleet, and of the Japanese fleet, visiting Congressional parties, etc.

Other arguments for increase of pay, such as the 50 per cent increase since 1873 in the cost of living, the increased number and cost of uniforms (at least 200 per cent), etc., might be enlarged upon, but are well known to all. It is a fact that officers, upon their present pay, can no longer maintain the standing which the Government

expects them to maintain in the communities near which they are stationed, and many are at their wits end to properly care for their families, not being able to save sufficient money from their pay either to leave them in the United States or to take them to the islands. There are a few officers who have incomes other than their pay, but they are very scarce. There is but one of these in my regiment.

There should be the largest increase of pay for the captains and lieutenants.

In regard to the pay of the enlisted men, I submit the following:

Thirteen dollars a month is not sufficient pay to get good men. If perchance, due to youthful enthusiasm to see foreign service, a young man enlists, he will usually stay but one enlistment. In this locality, ordinary labor commands \$1.75 to \$2 a day. Farm hands around here by the year get \$30 to \$50 a month and board.

This post is 12 miles from Omaha by suburban, and the fare is 40 cents for the round trip. A soldier gets 43 cents a day. He pays here from \$1.25 to \$1.50 for his laundry per month, \$1 to \$1.50 for barber bill. He has to buy out of his wages all toilet articles, towels, polish for his shoes, equipments and brasses, so there is but little left to him for amusements, such as theaters, circuses, etc. He is human, and after a tour in the islands he longs to see a circus or a theater, but his pay does not warrant such extravagance.

All well-behaved men can get a job around here which will pay them enough to live nicely and occasionally attend amusements.

Teamsters in the employ of the Government at this post get \$40 a month and ration. The duties of soldiers nowadays, take it the year round, are more arduous and exhausting than those of a teamster. The result is, that with the present small pay of soldiers the recruiting officers can get only second-class men, whose drinking or other bad habits cause them to lose their places in civil life, or men who are of lazy disposition and expect to have an easy time in the Army. After having their minds disabused of this idea, and after finding that long weekly practice marches, two or three months' maneuvers every summer in camp, sometimes on their feet from dawn to dark, frequent daily labor, keeping the large posts in presentable condition, cutting grass, pulling weeds, cleaning up public buildings, is by no means what they expected, they desert.

A better class of men can only be obtained by raising the pay of a private soldier so that it shall be, in some measure, commensurate with the pay which the unskilled labor commands in the country.

Good men are now constantly trying to get out of service to accept positions which pay better. During the past year 24 men of this regiment have failed to reenlist, because of good positions offered them in civil life, or have been discharged by purchase or other methods for like purpose. A list inclosed.

I also inclose list showing number of changes of station by each company in the regiment since 1898, and miles traveled making these changes of station. I further inclose list of changes during past year of company commanders in the various companies of my regiment. These changes are due to detached service, special duty, sickness due to service in the islands, etc. Oftentimes, due to above causes, there were not enough line officers for duty to go around at the rate of one per company.

Very respectfully,

CORNELIUS GARDENER,
Colonel, Sixteenth Infantry, Commanding.

[Inclosure No. 1.]

Within the past year 2 sergeants, 2 corporals, and 20 privates have been discharged by order, and 1 man granted permission to take a civil-service examination, all for the purpose of bettering themselves by taking positions as guard Bilibid Prison, clerk, foreman, fireman, street-car inspector, etc., with pay from \$75 to \$125 per month.

The following is a list of individual instances of the above-mentioned men:

Names.	Sixteenth Infantry.	Discharge obtained by—	Position accepted.	Pay per month.
Christian Wagener, corporal.	Band.....	By order..	McCullough & Co., Manila, P. I., clerk.	\$75
Heber E. Basham.....	Company F.....	do.....	Philippines Division, clerk.....	100
Walter Gow.....	do.....	do.....	Quartermaster's department, engineer.	75
Eugene Klemm.....	do.....	do.....	Philippines Division, clerk.....	125
John C. Reynolds.....	do.....	do.....	Manila Electric Railway Co., clerk..	90
George Pfeil.....	Company G.....	do.....	Quartermaster's department, foreman stevedores.	125

Names.	Sixteenth Infantry.	Discharge obtained by—	Position accepted.	Pay per month.
Patrick H. Cox.....	Company H.	By order.	Bilibid Prison, Manila, P. I., guard..	\$75
William Gillman.....	do.	do.	J. R. Edgar, Manila, P. I., clerk in book store.	75
Joseph D. Ritche.....	do.	do.	Manila, P. I., street-car conductor..	75
Clarence Lockhart.....	Company I.	do.	American Hardware Co., Manila, P. I., clerk.	90
Emra Shock, corporal.....	Company K.	do.	Manila Supply Co., salesman.....	75
John L. Duke.....	Company M.	do.	Manila fire department, fireman.....	75
William E. Banks.....	Company L.	do.	Manila, drug store, drug salesman.....	75
Reuben A. Parrott, corporal.	Company B.	do.	E. J. Smith & Co., Manila, P. I., clerk.	75
Martin Wolf.....	do.	do.	do.	75
Charles W. Harman.....	do.	do.	To accept position in barber shop, Manila, P. I.	75
Homer Thompson.....	do.	do.	Atlantic, Gulf and Pacific Co., Manila, P. I., clerk.	75
Carl Peterson.....	Company C.	do.	Manila, P. I., street-car conductor.	75
John C. Enderly.....	do.	do.	With private concern, Manila, P. I..	100
Willet H. Newman, sergeant.	do.	do.	Philippines civil service.....	75
Alexander H. Mahon, sergeant.	Company D.	do.	Fort McKinley, P. I., exchange steward.	100
Peter Weaver.....	do.	do.	Oriental Printing Co., Manila, P. I..	60
Edwin P. Fitzgerald.....	do.	do.	Atlantic, Gulf and Pacific Co., Manila, P. I., clerk.	100
Jack Kern.....	do.	do.	Manila fire department, fireman....	75
Charles A. Short.....	Company A.	do.	To accept civil position, Manila, P. I.	

[Inclosure No. 2.]

FREQUENT CHANGES OF COMPANY COMMANDERS.

Commanding officers of companies, Sixteenth Infantry, during past year:

Company A.—Captain French, to April 23, 1907; Second Lieutenant Brown, April 24 to August 22, 1907; Captain French, since August 23.

Company B.—Captain Wheeler, to May 8, 1907; First Lieutenant Lawton, May 9 to September 23; Captain Wheeler, since.

Company C.—Captain Morton, to April 3, 1907; First Lieutenant Shean, April 3 to 13, 1907; Captain Morton, April 14 to May 10, 1907; Second Lieutenant Bubb, May 11 to June 8; Second Lieutenant Atkins, June 9 to 26, 1907; Captain Morton, since.

Company D.—First Lieutenant Wescott, to September 11, 1906; Captain Crimmins, September 12, 1906, to February 3, 1907; Lieutenant Wescott, February 4 to August 2, 1907; Second Lieutenant Kingman, August 2 to September 23, 1907; First Lieutenant Carter, since.

Company E.—First Lieutenant McKain, to September 26, 1906; Second Lieutenant Bubb, September 27 to October 1; Second Lieutenant Boschen, October 2 to 5; Lieutenant McKain, October 6 to November 17; First Lieutenant Roach, November 18 to 21; Second Lieutenant Soléliac, November 22, 1906, to March 5, 1907; Captain Crimmins, March 6 to August 21; Second Lieutenant James, August 22 to September 30; Lieutenant Soléliac, since.

Company F.—First Lieut. P. L. Smith to August 1, 1907; Second Lieutenant Churchill, August 2 to October 7; Second Lieutenant Boschen, since.

Company G.—Second Lieutenant James, to September 18, 1906; Second Lieutenant Riley, September 19 to 24; Lieutenant James, September 25, 1906, to January 31, 1907; Second Lieut. F. L. Minnigerode, Eighth Infantry, February 1 to 28; Second Lieutenant Bubb, March 1 to 6; First Lieutenant Lawton, March 7 to 10; Lieutenant Riley, March 11 to 20; First Lieutenant McKain, March 25 to April 5; Captain Buck, April 6 to July 15; Lieutenant Riley, July 16 to 19; Captain Buck, since.

Company H.—Captain Chrisman, to April 2, 1907; Second Lieutenant Bubb, April 3 to 8; Second Lieutenant McCune, April 9; Captain Chrisman, since.

Company I.—First Lieutenant White, to August 6, 1907; Captain Bundel, since.

Company K.—Captain Ridenour, to January 1, 1907; Second Lieutenant Rose, January 2 to 4; First Lieutenant Shean, January 5; Captain Ridenour, January 6 to 7; First Lieutenant Shean, January 8 to 10; Captain Ridenour, January 11 to August 1, 1907; Lieutenant Shean, since.

Company L.—First Lieutenant Morison, to December 28, 1906; Captain Bennet, December 28, 1906, to January 2, 1907; Lieutenant Morison, January 3 to March 4, 1907; Second Lieutenant Churchill, March 5 to 10; Lieutenant Morison, March 11 to 20; First Lieutenant Hayes, since.

Company M.—Captain Dalton, to November 20, 1906; First Lieutenant Sydney Smith, November 21, 1906, to April 7, 1907; First Lieutenant McKain, April 8 to 21; First Lieutenant Shean, April 22 to May 5; Second Lieutenant Pickering, May 6 to 18; Lieutenant Shean, May 19 to 26; Lieutenant Pickering, May 27 to July 13; Lieut. S. Smith, July 14 to August 13, 1907; Captain Dalton, since.

[Inclosure No. 3.]

SYNOPSIS.

Changes in stations of organizations, Sixteenth Infantry, since 1898, with miles traveled:

Organization.	Moves.	Miles.
Headquarters.....	19	50,241
Company A.....	21	50,592
Company B.....	25	51,322
Company C.....	22	50,775
Company D.....	22	50,780
Company E.....	29	51,713
Company F.....	27	51,112
Company G.....	28	51,587
Company H.....	30	51,765
Company I.....	20	45,574
Company K.....	25	46,428
Company L.....	21	44,261
Company M.....	21	43,636

Changes in stations, with miles traveled. Distances are approximate, and are taken from "Official Table of Distances," Paymaster-General's Office. In a few instances, when table does not give whole distances, they are taken through intermediate points.

Headquarters Sixteenth Infantry, since 1898.

	Miles.
Apr. —, 1898. From Fort Sherman, Idaho, to Chickamauga, Ga.....	2,408
May 12, 1898. To Tampa, Fla.....	725
June 13, 1898. To Santiago, Cuba.....	1,500
Aug. 8, 1898. To Camp Wykoff, Montauk Point, N. Y.....	1,900
Sept. 19, 1898. To Huntsville, Ala.....	1,086
Jan. 25, 1899. To Fort Crook, Nebr.....	1,300
May 23, 1899. To San Francisco, Cal.....	1,852
May 30, 1899. To Manila, via Honolulu and north end Luzon.....	8,023
Dec. 25, 1899. To Aparri, Cagayan.....	436
June 12, 1902. To San Francisco, Cal., via Nagasaki.....	7,056
July 15, 1902. To Fort McPherson, Ga.....	2,760
Nov. 19, 1904. To St. Louis, Mo.....	611
Jan. 28, 1905. To Fort McPherson, Ga.....	611
May 19, 1905. To San Francisco, Cal.....	2,760
May 31, 1905. To Manila, via Honolulu, Guam, etc.....	7,893
June 27, 1905. To Fort William McKinley, Rizal.....	6
Aug. 14, 1907. To Manila.....	6
Aug. 15, 1907. To San Francisco, via Nagasaki, Honolulu, etc.....	7,456
Sept. 17, 1907. To Fort Crook, Nebr.....	1,852

50,241

Company A, Sixteenth Infantry, since 1898.

	Miles.
Apr. —, 1898. From Boise Barracks, Idaho, to Chickamauga, Ga.....	2,230
May 12, 1898. To Tampa, Fla.....	725
June 13, 1898. To Santiago, Cuba.....	1,500
Aug. 8, 1898. To Camp Wykoff, Montauk Point, N. Y.....	1,900
Sept. 19, 1898. To Huntsville, Ala.....	1,086
Mar. 7, 1899. To Fort Leavenworth, Kans.....	726
May 23, 1899. To San Francisco, Cal.....	2,064
May 30, 1899. To Manila, via Honolulu and north end Luzon.....	8,023
Aug. 4, 1899. To Caloocan, Rizal.....	4
Dec. 25, 1899. To Aparri, Cagayan.....	440
Nov. —, 1900. To Echague, Isabela.....	145

		Miles.
Jan. —, 1902.	To Ilagan, Isabela.....	40
June —, 1902.	To Aparri, Cagayan.....	106
June 12, 1902.	To San Francisco, Cal., via Nagasaki.....	7, 056
July 15, 1902.	To Fort Slocum, N. Y.....	3, 240
Sept. 1, 1904.	To Fort McPherson, Ga.....	876
May 19, 1905.	To San Francisco, Cal.....	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7, 893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, Cal., via Nagasaki, Honolulu, etc.....	7, 456
Sept. 17, 1907.	To Fort L. H. Roots, Ark.....	2, 310
		50, 592

Company B, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Spokane, Wash., to Chickamauga, Ga.....	2, 415
May 12, 1898.	To Tampa, Fla.....	725
June 13, 1898.	To Santiago, Cuba.....	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Jan. 25, 1899.	To Fort Crook, Nebr.....	1, 300
May 23, 1899.	To San Francisco, Cal.....	1, 852
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To San Fernando, Pampanga.....	39
Aug. 15, 1899.	To Cavite, Cavite.....	59
Sept. 25, 1899.	To Santo Tomas, Pampanga.....	57
Dec. 23, 1899.	To Manila.....	37
Dec. 25, 1899.	To Aparri, Cagayan.....	436
Nov. —, 1900.	To Echague, Isabela.....	145
Jan. —, 1902.	To Tuguegarao, Cagayan.....	81
July 1, 1902.	To Aparri, Cagayan.....	64
July 10, 1902.	To San Francisco, via Nagasaki.....	7, 056
Aug. 12, 1902.	To Fort Slocum, N. Y.....	3, 240
Sept. 1, 1904.	To Fort McPherson, Ga.....	876
May 19, 1905.	To San Francisco, Cal.....	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7, 893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki, Honolulu, etc.....	7, 456
Sept. 17, 1907.	To Fort L. H. Roots, Ark.....	2, 310
		51, 322

Company C, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Sherman, Idaho, to Chickamauga, Ga.....	2, 408
May 12, 1898.	To Tampa, Fla.....	725
June 13, 1898.	To Santiago, Cuba.....	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Mar. 7, 1899.	To Fort Leavenworth, Kans.....	726
May 23, 1899.	To San Francisco, Cal.....	2, 064
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To Malobon, Rizal.....	5
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	445
Nov. —, 1900.	To Echague, Isabela.....	145
Jan. —, 1900.	To Tuguegarao, Cagayan.....	81
June 1, 1902.	To Aparri, Cagayan.....	64
June 12, 1902.	To San Francisco, via Nagasaki.....	7, 056
July 15, 1902.	To Fort Slocum, N. Y.....	3, 240
Sept. 1, 1904.	To Fort McPherson, Ga.....	876
May 19, 1905.	To San Francisco, Cal.....	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7, 893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7, 456
Sept. 17, 1907.	To Fort L. H. Roots, Ark.....	2, 310
		50, 775

Company D, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Sherman, Idaho, to Chickamauga, Ga.	2, 408
May 12, 1898.	To Tampa, Fla.	725
June 13, 1898.	To Santiago, Cuba.	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.	1, 900
Sept. 19, 1898.	To Huntsville, Ala.	1, 086
Mar. 7, 1899.	To Fort Leavenworth, Kans.	726
May 23, 1899.	To San Francisco, Cal.	2, 064
May 30, 1899.	To Manila, via Honolulu and north end Luzon.	8, 023
Aug. 4, 1899.	To Meycauayan, Balucan.	9
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.	445
Nov. —, 1900.	To Echague, Isabela.	145
Jan. —, 1902.	To Ilagan, Isabela.	40
June 1, 1902.	To Aparri, Cagayan.	106
June 12, 1902.	To San Francisco, via Nagasaki.	7, 056
July 15, 1902.	To Fort Slocum, N. Y.	3, 240
Sept. 1, 1904.	To Fort McPherson, Ga.	876
May 19, 1905.	To San Francisco, Cal.	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.	7, 893
June 27, 1905.	To Fort William McKinley, Rizal.	6
Aug. 14, 1907.	To Manila.	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.	7, 456
Sept. 17, 1907.	To Fort L. H. Roots, Ark.	2, 310

50, 780

Company E, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Spokane, Wash., to Chickamauga, Ga.	2, 415
May 12, 1898.	To Tampa, Fla.	725
June 13, 1898.	To Santiago, Cuba.	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.	1, 900
Sept. 19, 1898.	To Huntsville, Ala.	1, 086
Jan. 25, 1899.	To Fort Crook, Nebr.	1, 300
May 23, 1899.	To San Francisco.	1, 852
May 30, 1899.	To Manila, via Honolulu and north end Luzon.	8, 023
Aug. 4, 1899.	To San Fernando, Pampanga.	39
Aug. 15, 1899.	To Cavite, Cavite.	59
Sept. 25, 1899.	To Apalit, Pampanga.	51
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.	487
Jan. —, 1900.	To Tuguegarao, Cagayan.	64
Feb. —, 1900.	To Ilagan, Cagayan.	42
Jan. —, 1902.	To Echague, Isabela.	40
June 1, 1902.	To Aparri, Cagayan.	145
June 12, 1902.	To San Francisco, via Nagasaki.	7, 056
July 15, 1902.	To Fort McPherson, Ga.	2, 760
Nov. 19, 1904.	To St. Louis, Mo.	611
Jan. 28, 1905.	To Fort McPherson, Ga.	611
May 19, 1905.	To San Francisco.	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.	7, 893
June 27, 1905.	To Malahi Island, Laguna.	31
Jan. 31, 1906.	To Fort William McKinley, Rizal.	25
Aug. 13, 1906.	To Tacloban, Leyte, and vicinity.	462
Mar. —, 1907.	To Fort William McKinley, Rizal.	462
Aug. 14, 1907.	To Manila.	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.	7, 456
Sept. 17, 1907.	To Fort Crook, Nebr.	1, 852

51, 713

Company F, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Sherman, Idaho, to Chickamauga, Ga.	2, 408
May 12, 1898.	To Tampa, Fla.	725
June 13, 1898.	To Santiago, Cuba.	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.	1, 900
Sept. 19, 1898.	To Huntsville, Ala.	1, 086
Feb. 11, 1899.	To Jefferson Barracks, Mo.	462

		Miles.
May 23, 1899.	To San Francisco.....	2, 258
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To Guiginto, Bulacan.....	19
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	455
Jan. —, 1900.	To Tuguegarao, Cagayan.....	64
Feb. —, 1900.	To Ilagan, Isabela.....	42
Jan. —, 1902.	To Echague, Isabela.....	40
June 1, 1902.	To Aparri, Cagayan.....	145
June 12, 1902.	To San Francisco, via Nagasaki.....	7, 056
July 15, 1902.	To Fort McPherson, Ga.....	2, 760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco.....	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7, 893
June 27, 1905.	To Malahi Island, Laguna.....	31
Oct. 7, 1905.	To Fort William McKinley, Rizal.....	25
Aug. 13, 1906.	To Tacloban, Leyte, and vicinity.....	462
Mar. —, 1907.	To Fort William McKinley, Rizal.....	462
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7, 456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1, 852

51, 112

Company G, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Sherman, Idaho, to Chickamauga, Ga.....	2, 408
May 12, 1898.	To Tampa, Fla.....	725
June 13, 1898.	To Santiago, Cuba.....	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Feb. 8, 1899.	To Fort McPherson, Ga.....	239
Mar. 17, 1899.	To Jefferson Barracks, Mo.....	625
May 23, 1899.	To San Francisco.....	2, 258
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To La Lomboy Convent, Bulacan.....	14
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	450
Jan. —, 1900.	To Ilagan, Isabela.....	106
Feb. —, 1900.	To Tuguegarao, Cagayan.....	42
Jan. —, 1902.	To Echague, Isabela.....	81
July 1, 1902.	To Aparri, Cagayan.....	145
July 10, 1902.	To San Francisco, via Nagasaki.....	7, 056
Aug. 28, 1902.	To Fort McPherson, Ga.....	2, 760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco.....	2, 760
May 31, 1905.	To Manila, via Honolulu and Guam, etc.....	7, 893
June 27, 1905.	To Malahi Island, Laguna.....	31
Oct. 7, 1905.	To Fort William McKinley, Rizal.....	25
Aug. 13, 1906.	To Tacloban, Leyte, and vicinity.....	462
Mar. 4, 1907.	To Fort William McKinley, Rizal.....	462
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7, 456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1, 852

51, 587

Company H, Sixteenth Infantry, since 1898.

		Miles.
Apr. —, 1898.	From Fort Sherman, Idaho, to Chickamauga, Ga.....	2, 408
May 12, 1898.	To Tampa, Fla.....	725
June 13, 1898.	To Santiago, Cuba.....	1, 500
Aug. 8, 1898.	To Camp Wykoff, Montauk Point, N. Y.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Jan. 25, 1899.	To Fort Crook, Nebr.....	1, 300
May 23, 1899.	To San Francisco.....	1, 852
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To San Fernando, Pampanga.....	39
Aug. 15, 1899.	To Cavite, Cavite.....	59

		Miles.
Sept. 25, 1899.	To Malolos, Bulacan	44
Oct. 2, 1899.	To Calumpit, Bulacan	5
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	465
Jan. —, 1900.	To Ilagan, Isabela.....	106
Feb. —, 1900.	To Tuguegarao, Cagayan.....	42
Jan. —, 1902.	To Echague, Isabela.....	81
July 1, 1902.	To Aparri, Cagayan.....	145
July 10, 1902.	To San Francisco, via Nagasaki.....	7, 056
Aug. 28, 1902.	To Fort McPherson, Ga.....	2, 760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco.....	2, 760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7, 893
June 27, 1905.	To Malahi Island, Laguna.....	31
Oct. 7, 1905.	To Fort William McKinley, Rizal.....	25
Aug. 13, 1906.	To Tacloban, Leyte, and vicinity.....	462
Feb. 28, 1907.	To Fort William McKinley, Rizal.....	462
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7, 456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1, 852
		51, 765

Company I, Sixteenth Infantry, since organization.

[Organized at Santiago, Cuba, July 13, 1898.]

		Miles.
Aug. 8, 1898.	From Santiago to Camp Wykoff, Montauk.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Feb. 11, 1899.	To Jefferson Barracks, Mo.....	462
May 23, 1899.	To San Francisco.....	2, 258
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To Bigaa, Bulacan.....	17
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	453
Feb. 14, 1900.	To Bagabag, Nueva Vizcaya.....	182
May —, 1900.	To Echague, Isabela.....	37
Dec. —, 1900.	To Aparri, Cagayan.....	145
June 12, 1902.	To San Francisco, via Nagasaki.....	7, 056
July 15, 1902.	To Fort McPherson, Ga.....	2, 760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco, Cal.....	2, 760
May 31, 1905.	To Manila, via Honolulu and Guam, etc.....	7, 893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7, 456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1, 852
		45, 574

Company K, Sixteenth Infantry, since organization.

[Organized at Santiago, Cuba, July 13, 1898.]

		Miles.
Aug. 8, 1898.	From Santiago to Camp Wykoff, Montauk, N. Y.....	1, 900
Sept. 19, 1898.	To Huntsville, Ala.....	1, 086
Mar. 4, 1899.	To Chickamauga, Ga.....	108
Mar. 9, 1899.	To Fort Leavenworth, Kans.....	796
May 23, 1899.	To San Francisco.....	2, 064
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8, 023
Aug. 4, 1899.	To Polo, Bulacan.....	7
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	443
Feb. 14, 1900.	To Solano, Nueva Vizcaya.....	191
May —, 1900.	To Echague, Isabela.....	46
Dec. —, 1900.	To Aparri, Cagayan.....	145
June 12, 1902.	To San Francisco, via Nagasaki.....	7, 056
July 15, 1902.	To Fort McPherson, Ga.....	2, 760
Jan. 20, 1904.	To Columbia Arsenal, Tenn.....	297
July 1, 1904.	To Fort McPherson, Ga.....	297

		Miles.
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco.....	2,760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7,893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
July 19, 1906.	To San Mateo, Rizal.....	7
Nov. 24, 1906.	To Fort William McKinley, Rizal.....	7
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7,456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1,852
		46,428

Company L, Sixteenth Infantry, since organization.

[Organized at Camp Wykoff, Montauk Point, September 13-14, 1898.]

		Miles.
Sept. 19, 1898.	To Huntsville, Ala.....	1,086
Jan. 25, 1899.	To Fort Crook, Nebr.....	1,300
May 23, 1899.	To San Francisco, Cal.....	1,852
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8,023
Aug. 4, 1899.	To San Fernando, Pampanga.....	39
Aug. 15, 1899.	To Cavite, Cavite.....	59
Sept. 25, 1899.	To Calumpit, Bulacan.....	49
Dec. 25, 1899.	To Aparri, Cagayan, via Manila.....	465
Feb. 14, 1900.	To Bayombong, Nueva Vizcaya.....	182
May —, 1900.	To Echague, Isabela.....	50
Dec. —, 1900.	To Aparri, Cagayan.....	145
June 12, 1902.	To San Francisco, via Nagasaki.....	7,056
July 15, 1902.	To Fort McPherson, Ga.....	2,760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco, Cal.....	2,760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7,893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7,456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1,852
		44,261

Company M, Sixteenth Infantry, since organization.

[Organized at Camp Wykoff, Montauk Point, September 13-14, 1898.]

		Miles.
Sept. 19, 1898.	To Huntsville, Ala.....	1,086
Feb. 11, 1899.	To Jefferson Barracks, Mo.....	462
May 23, 1899.	To San Francisco.....	2,258
May 30, 1899.	To Manila, via Honolulu and north end Luzon.....	8,023
Aug. 4, 1899.	To La Lomboy Convent, Bulacan.....	14
Nov. 23, 1899.	To Bulacan, Bulacan.....	6
Dec. 24, 1899.	To Manila.....	20
Dec. 25, 1899.	To Aparri, Cagayan.....	436
Feb. —, 1900.	To Cordon, Isabela.....	160
May —, 1900.	To Echague, Isabela.....	15
Dec. —, 1900.	To Aparri, Cagayan.....	145
July 10, 1902.	To San Francisco, via Nagasaki.....	7,056
Aug. 28, 1902.	To Fort McPherson, Ga.....	2,760
Nov. 19, 1904.	To St. Louis, Mo.....	611
Jan. 28, 1905.	To Fort McPherson, Ga.....	611
May 19, 1905.	To San Francisco, Cal.....	2,760
May 31, 1905.	To Manila, via Honolulu, Guam, etc.....	7,893
June 27, 1905.	To Fort William McKinley, Rizal.....	6
Aug. 14, 1907.	To Manila.....	6
Aug. 15, 1907.	To San Francisco, via Nagasaki and Honolulu.....	7,456
Sept. 17, 1907.	To Fort Crook, Nebr.....	1,852
		43,636

SALES AND ISSUE COMMISSARY,
Quemados de Marianao, Cuba, September 15, 1907.

Capt. JOHNSON HAGOOD,
Coast Artillery Corps, Washington, D. C.

SIR: The pay of the enlisted men is, I believe, of more vital importance, as without trained enlisted men the most brilliant officer is quite as valueless as the most worthless, until he has been able to train up the new material, and all this takes time. As this has been gone over many times it is not deemed advisable to continue on this line of argument.

Under my own observation have come many instances of excellent men who have left the service, not because of dissatisfaction with it, but because they could not afford to stay. While in command of the One hundred and seventeenth Company, Coast Artillery, at Fort Moultrie, S. C., two of my sergeants—one after three years' and the other after eight years' service—failed to reenlist; not because of dislike for the service, but because the \$60 per month that they could get on the outside was more attractive to them. Many instances of this kind can be cited. I presume I could quote over 100 from about three years' duty with line troops. Since being in Cuba the sergeant-major of the Twenty-seventh Infantry failed to reenlist after about eighteen years' service because he could not afford it.

Working directly under me are two post commissary-sergeants. These men are directly responsible for the receipt, sale, and issue of about \$20,000 worth of subsistence stores each month; they check in all stores, make all sales and issues, and do all paper work in connection therewith. Of course I supervise all matters, but I can not attend to all the minute details, so I am dependent upon these two sergeants for the proper care, handling, and accounting for the stores. It would be no exaggeration to say that men occupying positions of equal responsibility in civil life would receive at least \$3,000 or \$4,000 per year salary. These two men, for their hard work and great responsibility, receive \$41 per month pay, with a 20 per cent increase for foreign service; also rations, clothing, etc. In the paper work they have the assistance of one civilian clerk, who has no responsibility whatever, who receives \$60 per month pay and a per diem allowance of not to exceed \$3 per day expense money, making his pay about \$150 per month.

One of my sergeants has a standing offer of \$125 per month as an assistant cashier of a bank as soon as he sees fit to accept it; he has not done so as yet, hoping that Congress will make his pay commensurate with the duties and responsibilities of his position. My \$75 a month butcher was an enlisted man of six years' service who could not see that he could afford to reenlist and was discharged; character, "excellent."

A quartermaster-teamster gets \$40 per month with rations and quarters; this is as much as a post noncommissioned staff officer of ten years' service gets under existing laws.

It is my opinion that the present first enlistment pay of a private should be advanced but little, to not over \$15 per month; at end of second year give an increase of \$1, making \$16 for third year; then \$17 for fourth year and \$18 for fifth year; then \$26 for sixth to tenth year, \$27 for eleventh to fifteenth year, and \$28 for sixteenth to twentieth year, \$30 for twenty-first to twenty-fifth year, and \$32 for twenty-fifth to thirtieth year. To this add \$10 per month for corporal's pay, equal to the pay of a private on special duty, so that he can not say: "Why, Captain, I would like to be a corporal, but I will lose \$96 a year by giving up my special-duty job." Then add \$20 per month to a private's pay for a sergeant, and add \$30 per month for a first sergeant. Then for post quartermaster and post commissary sergeants add \$55 per month to the pay of a private, with all allowances, and you will be able to fill up the Army with a bright, sturdy, intelligent set of men who will stay in the service and make it their occupation. The position of noncommissioned officer must be made so attractive that young men of good education will come into the service with the intention of remaining. The position must be made worth enough more than that of a private that worthy noncommissioned officers—the class of men we want to keep in the Army, but the class that is constantly leaving to accept positions in civil life—will remain to fill these positions.

The position of post noncommissioned staff officer in requirements and responsibilities is far above all others. Post noncommissioned staff officers are required to be responsible for great amounts of stores and property and also must be able to make out a set of papers that will pass the scrutiny of dozens of expert clerks in Washington. He must be thoroughly honest, capable, and reliable or he is a failure, and you know that very few of them are failures.

It is ridiculous that a post commissary-sergeant should receive the pay he does, while his counterpart in the Navy, the commissary steward or yeoman, receives \$65 to \$75 per month. Why a sergeant of engineers, who, so far as I have seen, knows no more than a sergeant of infantry and is not required to have as much technical

knowledge as a sergeant of artillery, should get as much pay as a post noncommissioned staff officer is beyond my understanding. If a sergeant of engineers should get \$34 per month, a post noncommissioned staff officer should get \$100 per month.

Very respectfully,

LEO F. FOSTER,
Captain, Commissary, U. S. Army.

MEMORANDUM FOR CAPTAIN HAGOOD.

Company H, Seventh Infantry, returned from Philippine Islands in December, 1905, and took station at Fort Missoula, Mont.; was filled up to full strength in February, 1906, and changed station to Fort Wayne, Mich., in October, 1906.

By the summer of 1906, the strength had fallen by discharges to below 45, and has averaged below that figure ever since in spite of the most strenuous efforts to fill company.

The undersigned has done all in his power to induce men to reenlist, but nearly all discharged men have returned to civil life and taken positions paying much more than they could make in the service.

In Montana common laborers could easily make from \$3 to \$4 per day. At Detroit common labor is not so well paid, but all workmen are in great demand and skilled laborers receive very high wages, while board and lodging are cheap.

One private on discharge immediately went to work as a railway brakeman at \$100 per month; another as fireman at \$60 per month and board; a third as bartender at \$60 per month.

Two sergeants—excellent soldiers and worth a great deal to the Government—on discharge took railway positions paying over \$75 per month.

About one man in eight reenlists, although a few more eventually return.

The strength has been so small that practical instruction in more than squad drill has been almost impossible. The company attended the American Lake maneuvers in the fall of 1906 with about 30 men. It was rare that more than 20 could be turned out for an exercise. At the grand review at American Lake, before distinguished soldiers of many nations, the whole battalion turned out less than 80 men, while this company presented the imposing total of 1 officer and 13 men in ranks.

Repeatedly at this post companies have had to be consolidated to make a decent showing. We habitually have battalion parades with two battalions consolidated into one of four companies.

Last spring while this battalion was at the target camp it was necessary to take all but about 20 men in order to fill another battalion up to 55 men per company to attend a function at Indianapolis. Likewise, in order to fill our companies to 50 men to attend the Camp Perry rifle shoot, it was necessary to attach nearly the entire effective strength of the first battalion.

This consolidation of organizations can not fail to be injurious to all concerned.

A few days ago the entire Seventh Infantry (less very small guards left at stations) attended the McKinley memorial exercises at Canton, Ohio. The total strength present on the train was 406 enlisted men—12 companies and band.

The company has at present 10 privates for duty. This number has recently varied from 15 to 6.

How can efficiency be kept up under such conditions?

The best company commanders can hope to do is to keep up the nucleus of a company.

The regiment is now under orders for Philippine service in April next. About one-fourth of the men have said they will reenlist for this service, so the company will doubtless go to the islands filled up with recruits.

Frequent changes of station work hardship on enlisted men as well as officers by requiring excessive outlays for clothing. For example, this company was equipped with khaki until December, 1905, then used service blue until July, 1907 (except at the American Lake maneuvers, when khaki had to be drawn). Last winter the olive-drab overcoat was issued and the full olive-drab in July last. In March khaki will have to be drawn. Result, nearly every man in debt for clothing at each settlement and his meagre pay further reduced.

Fort Wayne is considered by soldiers as a good station and conditions here are above the average.

C. D. ROBERTS,
Captain, Seventh Infantry, Commanding Company H.

FORT WAYNE, MICH., October 5, 1907.

A CAPTAIN OF INFANTRY WRITES, AS FOLLOWS FROM SAN FRANCISCO, CAL., UNDER DATE OF SEPTEMBER 7, 1907.

My pay is \$210 per month in the United States; \$231 per month in foreign service. My family consists of my wife and 3 children, all three under 12, and thus entitled to half rates on trains and transports.

During February, 1906, I proceeded with my regiment to the Philippine Islands, taking my family with me. Including a payment I made for transporting my household effects (over my allowance) to a place for storage during my tour in the islands, the change of station cost me over \$600. This without counting the many additional expenses caused by every move but not included in actual expenses. I can not give you details at this date, and as a matter of fact the statement is only preliminary to what is coming.

In March, 1907, a little more than a year after, my wife became so ill that it was necessary for her to return to the United States. I was in the field at the time. She, with the children, proceeded from Camp Jossman to Manila, where her condition became so bad that an immediate operation became necessary and I was telegraphed for. My wife remained in hospital three months and her condition was then such that I was obliged to take a leave of absence to take her and my family to her home—Detroit, Mich.—where I could leave her in care of her mother. During the period she was in hospital my absolutely necessary monthly expenses in the city of Manila were as follows:

Board per day for self.....	\$2
Board per day for 3 children.....	3
Board per day for wife in hospital.....	2
Total.....	7

Board per month.....	210
Pay of nurse for children.....	15
Laundry per month.....	20

Total actual monthly expense..... 245

The above does not include car fare, clothing, or anything except mere cost of living, and these expenses could not in any way be avoided.

On June 14 we sailed for the United States on transport *Logan*, were thirty-four days en route, with expenses as follows:

Meals.....	\$119
Laundry.....	12
Necessary tips.....	20
Total.....	151

In San Francisco, where we remained twenty-four hours, my expenses for transfers, board, etc., amounted to \$12. To take my family across the continent to Detroit the cost was as follows:

Fare.....	\$238
Pullman, 3 sections.....	56
Meals, four and a half days.....	50
Total.....	344

So, then, we have for expense from March 15 to July 22—four months—the following:

Expenses in Manila, three months.....	735
Expenses on sea, one month.....	151
Expenses across continent, one month.....	356
Total expenses, four months.....	1,242
Pay for this period.....	915

The above account gives a statement of bare living. As a matter of fact, including the \$200 I am obliged to pay to take me to my station at Manila (I am now en route), I have spent since March last \$1,400 outside of my pay, using every possible economy and with no social recreations, my wife being too sick. Our joint bills for clothing would not amount to less than \$200.

The conditions were exceptional, but they occurred.

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